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## manpower and labour relations

### REVIEW

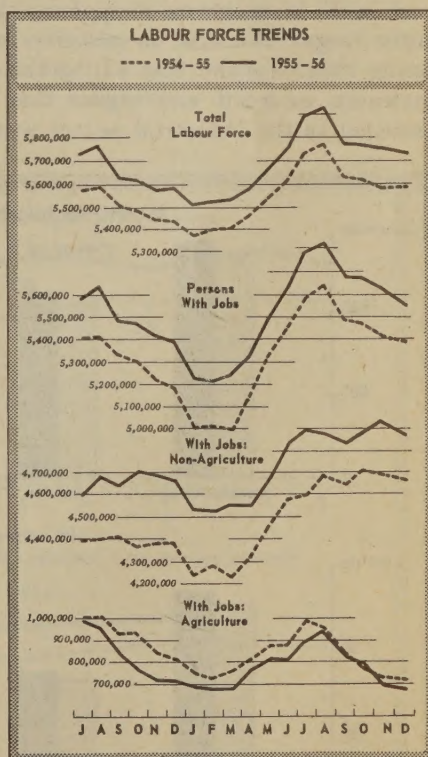
Economics and Research Branch, Department of Labour, Canada

### Current Manpower Situation

**T**HE reduction in employment was greater than usual during December. In part this was to be expected, since good weather had enabled seasonal industries to remain active later this winter than in preceding years. Agricultural employment once again fell well below the year-earlier level. The upward trend in non-agricultural employment (apart from seasonal movements) continued until December, when a slight decline occurred. The latest figure, however, still shows a year-to-year gain of more than 4 per cent.

Persons with jobs were estimated at 5,555,000 in mid-December, some 75,000 fewer than in mid-November. This employment drop is twice as large as the declines that occurred during comparable periods in the two previous years. Reports from National Employment Service offices across the country suggest that the seasonal slackening was also greater than usual during the second half of the month.

There are a number of reasons for this halt in employment expansion. In the first place, many of the more seasonal industries experienced a prolonged upsurge in employment during the summer and autumn months. Construction employment, for example, was 40,000-50,000 higher last summer than a year earlier and the construction materials industries experienced corresponding gains. It was to be expected, therefore, that the release





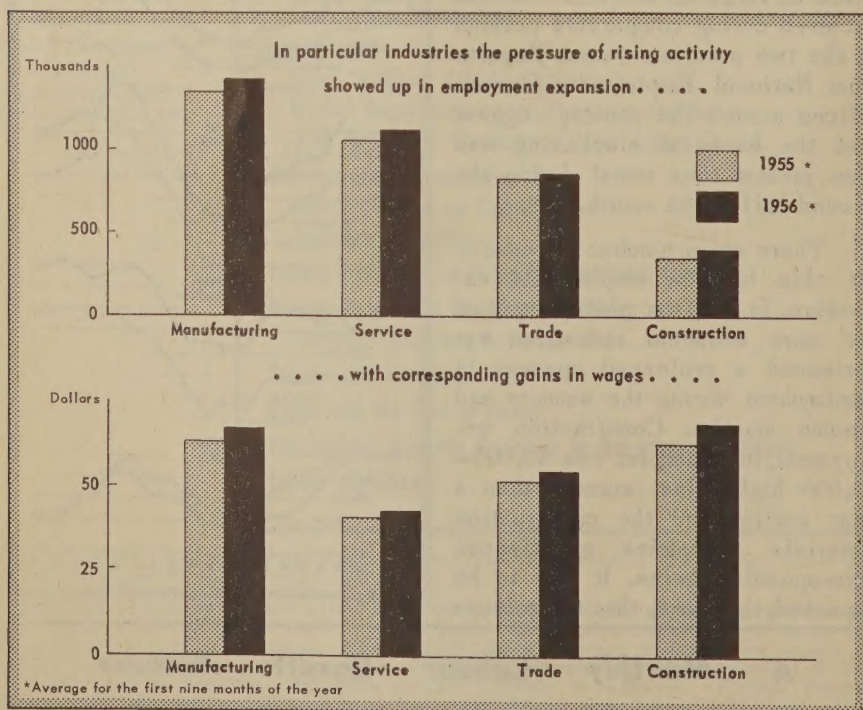
of workers would be greater with the approach of winter.

During December, the employment decline was probably also accentuated by reduced residential construction and reduced markets for forest products. In some areas of Quebec and Ontario, a great deal of temporary unemployment occurred as a result of extensive shut-downs in manufacturing over the Christmas and New Year period.

By mid-December, the estimated number of persons without jobs and seeking work rose by 51,000 to 186,000. In the same week the count of jobs registrations at offices of the National Employment Service was 314,000, an increase of 112,000 from a month earlier. In both series the rise was considerably greater than in the corresponding period in 1955.

Forestry employment in the last four months of 1956 showed a decline over the comparable period in 1955. In the first eight months of the year employment in this industry was higher than a year before. In recent months, however, there has been a reduction of cutting activity in the Quebec and Atlantic regions. Market conditions have had weakening effects on logging activity in all parts of the country.

The basic employment trend in the construction industry continued stronger than last winter despite a sharp decline in housing starts during the last quarter of the year. Industrial and engineering construction have been maintained at very high levels and on the basis of the volume of work still in progress it appears that the carry-over into 1957 will be fairly large. The rise in activity in engineering was especially rapid during 1956. For the first 11 months of the year, the value of engineering contracts awarded was higher than in 1955 by about 39 per cent. Investment in the industrial sector was about 5 per cent higher than in the



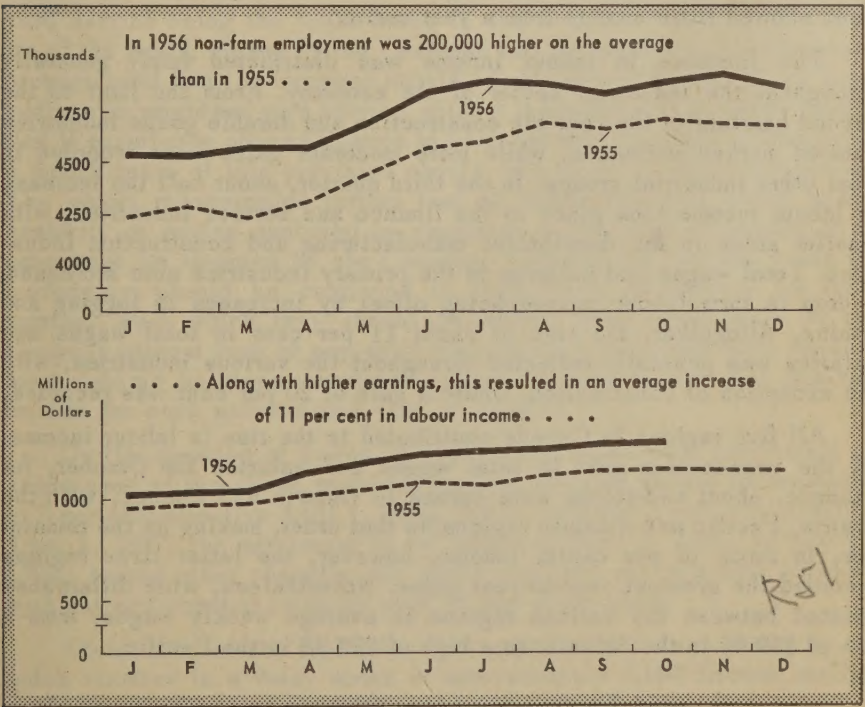


comparable period of 1955. The main stimulus behind the rise in construction during 1956 was the need for new industrial capacity, for extension of transportation and communication facilities, for more hydro-electric power and the increased demand for products such as base metals, uranium and iron ore.

### Labour Income in 1956

The increase in the gross national product during the first three quarters of 1956, a gain of 11 per cent over the same period in 1955, brought the yearly total to an estimated record \$30 billion. An important factor in this increase was the rise in consumer spending, supported in turn by gains in total personal income. Particularly noteworthy were the quarterly increases in labour income during 1956, which brought wage and salary totals to record levels. In the third quarter, labour income was about \$14.6 billions (seasonally adjusted at annual rates), more than 3 per cent higher than in the second quarter. This increase was slightly less than that which occurred in the second quarter; the gain of 5 per cent at that time was the largest quarterly increase since 1950. For the first nine months of 1956, wages and salaries were 11 per cent higher than in 1955.

Although consumer prices have risen in recent months, following the more pronounced upward trend in general price levels, they remained fairly stable during most of the first six months of 1956. Consequently the additional labour income earned during the year was for the most part a real increment in total wages and salaries.





The widespread and sizeable wage rate increases granted during 1956 contributed greatly to the rise in over-all labour income (L.G., Nov., Dec. 1956). In a sample of more than 1,000 establishments surveyed by the Department of Labour, approximately 14 per cent more granted higher wage rates in 1956 than in 1955 and larger increases in rates were more prevalent than the year before. Further confirmation of this trend may be found in a sample of collective agreements signed during the six-month period from March 31—October 1, 1956, which shows wage increases in roughly 90 per cent of the agreements involved, and no wage decreases. Approximately one-third of the total number of agreements provided for wage increases in the first and succeeding years of the agreement, the most general increase being 5-10 cents in each year of its duration. The remainder of the agreements also provide chiefly for increases of 5-10 cents but for one year only. Three-quarters of this group will be required to make new agreements after one year. These general changes in wage scales imply sustained high levels of per capita labour income this year.

The rise in total wages and salaries during the first three quarters of 1956 has in part reflected the record level of employment. The average number of paid workers rose some 240,000 above the figure for the same period in 1955, and this additional employment accounted for a little more than half the increase in labour income. The balance was largely due to gains in average earnings. At October 1, 1956, per capita weekly earnings stood at a new high of \$66.02, more than \$4 higher than at the same time the previous year. Changes in the average number of hours worked during 1956 were slight and had relatively little significance in the over-all gains made in labour income. In a few industries, notably construction, the work week was lengthened in response to manpower pressures but in most manufacturing industries average hours worked per week showed little change from a year earlier.

The increase in labour income was distributed fairly generally throughout the industrial sector of the economy. From the first to the second quarters of the year the construction and durable goods industries showed marked increases, while more moderate gains were recorded in most other industrial groups. In the third quarter, about half the increase in labour income took place in the finance and service industries, with smaller gains in the distributive manufacturing and construction industries. Total wages and salaries in the primary industries also increased, a drop in farm labour income being offset by increases in logging and mining. Altogether, the rise of about 11 per cent in total wages and salaries was generally reflected throughout the various industries, with the exception of construction, where a gain of 20 per cent was recorded.

All five regions in Canada contributed to the rise in labour income. Of the year-to-year gain in total wages and salaries for October, for example, about two-thirds were earned in Ontario and Quebec, with the Prairie, Pacific and Atlantic regions, in that order, making up the remainder. In terms of per capita income, however, the latter three regions recorded the greatest year-to-year gains. Nevertheless, wide differences existed between the various regions in average weekly wages, from a low of \$59.35 in the Atlantic to a high of \$72.38 in the Pacific.



# Labour-Management Relations

**E**XCEPT for the stoppage of railway operations on the Canadian Pacific Railway Company, the past month has been a quiet one from the point of view of labour-management relations. Collective bargaining of national importance was carried on in only a small number of industries. In some cases, settlements were achieved during the month; in others, conciliators were trying to find bases for settling differences. The amount of bargaining during 1957 is likely to be much less than in 1956 because of the large number of two-year agreements signed in the past year.

**The CPR Work Stoppage**—The strike by locomotive firemen of the Canadian Pacific Railway Company, which began January 2, ended January 11, when the Company and the Brotherhood of Locomotive Firemen agreed to a proposal put forward by the federal Government. The strike followed negotiations and conciliation that began in the spring of 1956.

The union had originally requested an increase in basic rates of 25 per cent, pay for all statutory holidays not worked and premium pay for time worked on such holidays, together with certain other changes in rules. The Company proposed that it should have the sole right to determine whether, in any case, a locomotive fireman should be used on other than steam-power locomotives. Several other changes designed to relax rules covering firemen were also proposed.

The board of conciliation began functioning in June 1956, the question of the elimination of firemen on diesel locomotives in freight and yard service being the major issue in dispute. The report of the majority of the board, signed by the Chairman and the nominee of the Company recommended that the Company should be allowed to operate diesel locomotives in freight and yard service without a fireman, on the understanding that if experience showed firemen to be necessary in some circumstances, a modification of this provision should take place in future bargaining. The report recommended further that all firemen having three years' seniority or having qualified as engineers at the time of signing of an agreement be retained by the Company. Firemen not meeting these requirements should be continued in employment as firemen for three months, after which they should be offered other employment by the Company without loss of pay, or if they chose to terminate their employment, should be given severance pay at the rate of one and one-half months for each accumulated year of service.

On the question of wages, it was recommended that, conditional on acceptance of the above recommendations, the rate should be increased by 7 per cent effective April 1, 1956, and by a further 5 per cent effective June 1, 1957, the agreement to be effective April 1, 1956, to May 31, 1958. Among other changes, the board proposed six statutory holidays with pay and premium rates for work on any of the days.

Acceptance of the report by the Company but its rejection by the union resulted in a 9-day strike of approximately 2,800 firemen and led to the layoff of more than 65,000 other railway employees.



Under the government proposal that ended the stoppage, a commission of three judges was appointed by the Government to inquire into the following matters: (1) Are firemen or firemen helpers required on diesel locomotives in freight and yard service of the Canadian Pacific Railway, including the Eastern, Prairie and Pacific regions and the Quebec Central and Dominion Atlantic railways? (2) If not, what terms and conditions, which would be fair to the firemen, to those who use the railway, to the railway company, and to its other employees, should be observed by the railway for the purpose of protecting firemen now in its employ against the consequences of the loss of such employment and seniority therein? (3) Should the provisions in the present agreements between the railway company and the brotherhood concerning "arbitrariness" and the "mountain differential" be maintained, dropped or modified, and if in the opinion of the commission they should be modified, how and to what extent?

The commission is to report by October 1, 1957. Its report will not be binding on the parties.

**The Bargaining Outlook for 1957**—An examination of approximately 500 labour agreements bargained during 1956 revealed that more than 50 per cent will remain in effect for longer than one year, the bulk of them for two years. Among the important industries in which long-term agreements were negotiated in 1956 are: the railways; primary iron and steel; automobile manufacture; pulp and paper products; slaughtering and meat packing; electrical products; mining and smelting; clothing and some sections of the primary textile industry. This means that in many large units of these industries, contract negotiations will not take place during 1957.

While a substantial number of two-year agreements were negotiated in the construction industry during the past year, in many units of the industry, agreements will terminate during 1957. Other industries in which major negotiations will take place this year include west coast logging and lumbering, rubber products manufacturing, aircraft manufacturing and chemicals.

Few of the agreements effective through 1957 contain provisions permitting a re-opening of bargaining over wage rates but a large number provide for an automatic wage increase during the year. Of the longer-term agreements in the sample examined, more than 60 per cent have a provision of this nature. Wage increases of specified amounts were frequently provided, effective at the date the agreement came into force and at each anniversary date thereafter. Such wage increases, ranging in amount from 5 to 15 cents an hour, will be common this year.

**Recent Negotiations**—Following a long period of bargaining, a settlement was achieved in the last half of December by the Chrysler Corporation of Canada, Limited, and the United Automobile Workers of America. The agreement, effective for a 20-month period ending August 15, 1958, is similar in many respects to contracts signed earlier by the same union with General Motors of Canada and the Ford Motor Company of Canada. The wage provisions for the new contract call for an increase of 8 cents an hour immediately, and a further 6 cents in August 1957.



On January 14, a new agreement was reported to have been reached between Canadair Limited, Montreal, and the International Association of Machinists. More than 5,000 employees will be entitled to a wage increase of 15 cents an hour, retroactive to last October 1, and an additional 5 per cent next October 1.

Approximately 1,800 employees at plants of the American Can Company of Canada Limited at Hamilton, Simcoe, Chatham and Montreal are affected by a three-year contract negotiated by Can Workers' Federal Unions. General wage increases amounting to 25 cents an hour are spread in three stages over the term of the agreement.

During December, coal miners in Nova Scotia rejected by vote a proposed agreement between the Dominion Coal Co., Limited, and the United Mine Workers of America, District 26 (L.G., Dec. 1956, p. 1473). It is expected that the matters at issue will undergo further conciliation. Other disputes in conciliation at the time of writing included: Canadian Pacific Railway Company and the Brotherhood of Locomotive Engineers; Canadian National Steamships (West Indies) Limited and the Seafarers' International Union; Polymer Corporation, Limited, Sarnia, and the Oil, Chemical and Atomic Workers' International Union; Canadian Pacific Air Lines Limited and the International Association of Machinists; Aluminum Co. of Canada, Arvida, and a syndicate of the Canadian and Catholic Confederation of Labour; Canadian Car & Foundry Co., Limited Montreal, and the Brotherhood of Railway Carmen.

## Work Stoppages in 1956

Although the number of strikes and lockouts was greater during 1956 than in any year since 1951 and the number of workers involved was greater than in any year since 1952, the time lost was less than in any year since 1951. Many of the stoppages in 1956 were at small establishments and many were of short duration. There were 65 more stoppages in 1956 than in 1955 and 28,000 more workers involved but the time loss in man-days was 614,000 less. Preliminary figures for 1956, compared with 1955, are as follows:

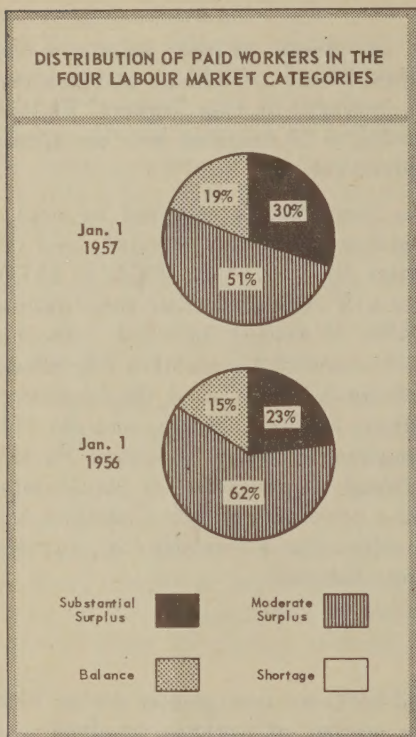
	No. of Stoppages	Workers Involved	Time Loss Man-Days
1956.....	224	88,594	1,261,400
1955.....	159	60,090	1,875,400

Preliminary figures for December 1956 show 18 strikes and lockouts in existence, involving 1,513 workers in a time loss of 15,595 man-days, compared with 36 stoppages in November, involving 4,241 workers and 40,860 man-days. In December 1955, there were 15 stoppages involving 17,720 workers in a time loss of 340,410 man-days.

R-51



# Manpower Situation in Local Areas



**OUTDOOR** work was sharply curtailed during December, following a prolonged season of high activity. The effect of the slowdown was particularly marked during the second half of the month. Seventy-six of the 109 labour market areas surveyed were reclassified to categories denoting an increased supply of labour. These changes left 21 areas with approximately balanced demand and supply—five more than a year earlier.

The rise in unemployment was most marked in Quebec and the two coastal regions. At January 1, 1957, these regions accounted for all but one of the substantial labour surplus areas. The Ontario and Prairie regions, on the other hand, showed continued strength compared with other parts of the country. All but one of the 21 areas in the balanced category were in these regions.

Local employment conditions were still better than a year earlier, but less so than in previous months. Registrations for employment were slightly lower than a year earlier in almost half the labour market areas surveyed. In a smaller number of areas they were considerably higher. Most of the areas with higher registrations than last year were in the Atlantic and Quebec regions, largely as a result of the downturn in logging and construction work. The areas with lower registrations than last year are mainly those in which manufacturing plays a dominant role.

Labour Market Areas	Labour Surplus*				Approximate Balance*		Labour Shortage*	
	1		2		3		4	
	Jan. 1 1957	Jan. 1 1956	Jan. 1 1957	Jan. 1 1956	Jan. 1 1957	Jan. 1 1956	Jan. 1 1957	Jan. 1 1956
Metropolitan	3	2	6	7	2	2	—	—
Major Industrial	7	5	16	19	4	3	—	—
Major Agricultural	2	1	9	11	3	2	—	—
Minor	21	17	24	31	12	9	—	—
<b>Total</b>	<b>33</b>	<b>25</b>	<b>55</b>	<b>68</b>	<b>21</b>	<b>16</b>	<b>—</b>	<b>—</b>

\*See inside back cover May 1956 *Labour Gazette*.



# CLASSIFICATION OF LABOUR MARKET AREAS

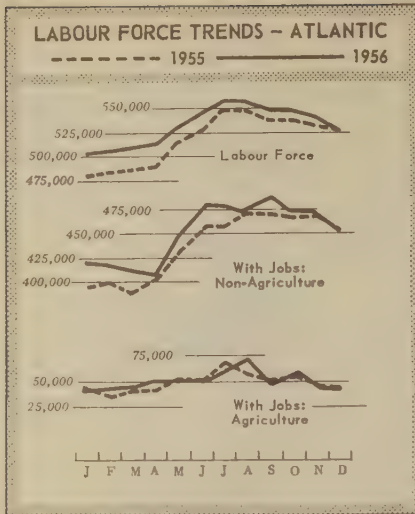
January 1, 1957

	LABOUR SURPLUS		APPROXIMATE BALANCE	LABOUR SHORTAGE
	Group 1	Group 2	Group 3	Group 4
METROPOLITAN AREAS (labour force 75,000 or more)	QUEBEC - LÉVIS ← ST. JOHN'S ← WINDSOR ←	CALGARY ← EDMONTON ← HAMILTON ← MONTREAL ← Vancouver - New Westminster ← WINNIPEG ←	Ottawa - Hull Toronto	
MAJOR INDUSTRIAL AREAS (labour force 25,000 - 75,000; 60 per cent or more in non-agricultural activity)	CORNER BROOK ← FARNHAM - GRANBY ← JOLIETTE ← MONCTON ← NEW GLASGOW ← SHAWINIGAN FALLS ← TROIS-RIVIÈRES ←	Brantford Cornwall FORT WILLIAM - PORT ARTHUR ← GUELPH ← KITCHENER ← LAC ST. JEAN ← LONDON ← NIAGARA PENINSULA ← OSHAWA ← Peterborough ROUYN - VAL D'OR ← Saint John ← SARNIA ← SHERBROOKE ← Sydney Victoria	Halifax Kingston Sudbury Timmins - Kirkland Lake	
MAJOR AGRICULTURAL AREAS (labour force 25,000 - 75,000; 50 per cent or more in agriculture)	CHARLOTTETOWN ← RIVIÈRE DU LOUP ←	BRANDON ← Chatham  LETHBRIDGE ← MOOSE JAW ← NORTH BATTLEFORD ← PRINCE ALBERT ← REGINA ← THETFORD - MEGANTIC - ST. GEORGES ← YORKTON ←	Barrie Red Deer Saskatoon	
MINOR AREAS (labour force 10,000 - 25,000)	BATHURST ← BEAUHARNOIS ← CAMBELLTON ← CENTRAL VANCOUVER ← ISLAND ← CHILLIWACK ← GASPÉ ← GRAND FALLS ← DRUMMONDVILLE ← MONTMAGNY ← NEWCASTLE ← OKANAGAN VALLEY ← OWEN SOUND ← PRINCE GEORGE ← RIMOUSKI ← SOREL ← STE. AGATHE - ST. JÉRÔME ← ST. STEPHEN ← SUMMERSIDE ← VALLEYFIELD ← VICTORIAVILLE ← YARMOUTH ←	BELLEVILLE - TRENTON ←  Bracebridge BRIDGEWATER ← CRANBROOK ← DAUPHIN ←  EDMUNDSTON ← FREDERICTON ← KAMLOOPS ← KENTVILLE ← LACHUTE - STE. THERESE ← LINDSAY ←  MEDICINE HAT ← NORTH BAY ← PEMBROKE ← PORTAGE LA PRAIRIE ←  Prince Rupert QUEBEC NORTH SHORE ← St. Hyacinthe ST. JEAN ← SWIFT CURRENT ← TRAIL - NELSON ← Truro WOODSTOCK - INGERSOLL ← WOODSTOCK, N.B. ←	Brampton Drumheller Dawson Creek Galt Goderich Listowel Sault Ste. Marie Simcoe Stratford St. Thomas Walkerton Weyburn	

The areas shown in capital letters are those that have been reclassified during the month; an arrow indicates the group from which they moved.



## ATLANTIC



EMPLOYMENT in the Atlantic region declined sharply during December. Persons with jobs dropped to 492,000 by December 15, 1956. This was 25,000 below the figure for November 17 and 3,000 below that for the comparable date in 1955. Seasonal industries such as construction, fishing, canning and transportation were largely responsible for the decline during the month. Scattered layoffs also occurred in a number of plants because of stocktaking, year-end change-over in production and other reasons. For the first time in more than two years total employment showed a year-to-year

decline in December. Logging, lumbering and home building were principally responsible. Logging employment at the end of the month was estimated to be about one-third below the figure for a year earlier. The heavy manufacturing industries showed some year-to-year strengthening but the gains were not sufficient to entirely offset the decline in forestry employment.

Seventeen of the 21 areas in the region were reclassified during the month. At January 1, the area classification was as follows (last year's figures in brackets): in balance, 1 (0); in moderate surplus, 8 (12); in substantial surplus, 12 (9).

### Local Area Developments

**St. John's** (metropolitan). Reclassified from Group 2 to Group 1. Unemployment increased rapidly in this area as a result of seasonal slackening in construction. Layoffs were somewhat heavier during December than a year earlier owing to an earlier curtailment of activities affected by weather. Production and employment continued at a very high level at the Bell Island iron ore mines.

**Corner Brook** (major industrial). Reclassified from Group 2 to Group 1. The usual decline in seasonal industries resulted in heavy layoffs during the month. By the end of December unemployment was somewhat higher than at the same date last year because of reduced logging activity and fewer requirements for construction workers.

**New Glasgow** (major industrial). Reclassified from Group 2 to Group 1. Construction and fishing showed the usual seasonal employment declines. The railway rolling stock plant made preparations to begin work on an order for 1,000 box cars.

**Moncton** (major industrial). Reclassified from Group 2 to Group 1. Unemployment increased largely as a result of the general decline in seasonal industries and of an influx of workers from other areas. Wholesale and retail trade establishments had a busy month. Total employment was higher than a year earlier.



**Bathurst, Campbellton, Charlottetown, Grand Falls, Newcastle, St. Stephen and Yarmouth** (major agricultural and minor). Reclassified from Group 2 to Group 1.

**Bridgewater, Edmundston, Fredericton, Kentville and Woodstock** (minor). Reclassified from Group 3 to Group 2.

**Summerside** (minor). Reclassified from Group 3 to Group 1.

## QUEBEC

A SHARP decline in construction, navigation and agricultural work reduced economic activity in Quebec during December. At mid-month persons with jobs were estimated at 1,543,000, compared with 1,582,000 a month earlier. Employment was still about 26,000 higher than a year earlier, gains in construction, transportation and most of the durable goods manufacturing industries accounting for the increase.

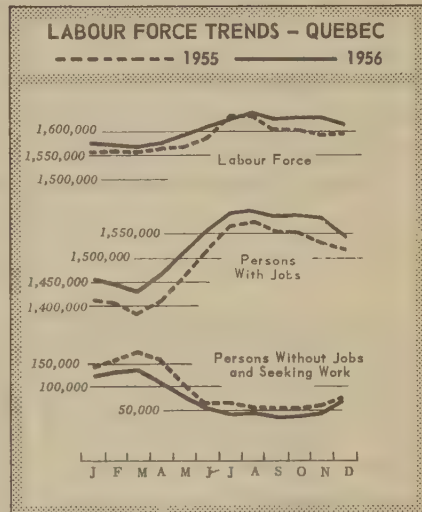
Unemployment rose more sharply than usual during the latter half of December, although it was still slightly lower than a year earlier. In some parts of the region, the

rapid rise was caused by a more complete shutdown of operations than usual between Christmas and New Year. This practice was quite general in textile and clothing firms in the Eastern Townships and caused unemployment to be substantially higher than a year earlier in a number of areas. There was also a marked drop in pulp-cutting employment in some areas, although the demand for bushworkers was still strong in the Quebec North Shore, Gaspé and La Tuque areas. Many areas in the region were also affected by the fact that the high level of construction last summer resulted in the seasonal release of a correspondingly large number of construction workers. Some areas have been affected by reduced housing construction.

Almost all areas were reclassified as a result of the increasing labour surpluses. At January 1, 1957, the 24 areas in the region were classified as follows (last year's figures in brackets): in moderate surplus, 9 (12); in substantial surplus, 15 (12).

### Local Area Developments

**Montreal** (metropolitan). Reclassified from Group 3 to Group 2. In most industries employment was well above the year-earlier level and the demand for labour, though sharply reduced from a month earlier, was stronger than in December 1955. Compared with last year, employment was higher in most industries, with marked gains in aircraft and electrical apparatus manufacturing, construction and transportation.

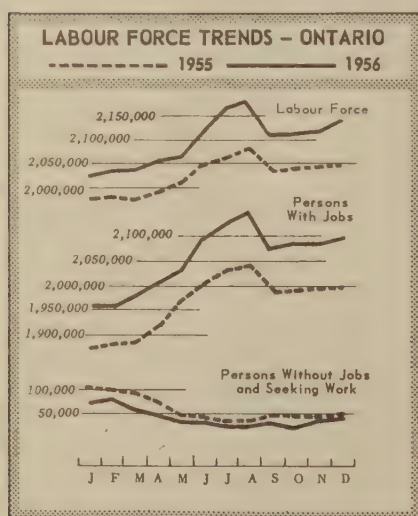




**Quebec-Lévis** (metropolitan). Reclassified from Group 2 to Group 1. Unemployment was slightly higher than last year, especially among male workers. Much of the increase was caused by the unusually large lay-offs in construction. Two brickmaking plants also closed earlier than usual, with a resulting layoff of 75 men. Buoyant employment conditions still prevailed in shipbuilding, and textile and clothing firms were much busier than in past years, although several closed for two weeks during the holiday season.

**Other Areas**—All other areas in the region, except **St. Hyacinthe**, were reclassified into the moderate or substantial surplus category (see chart page 9). Among major industrial areas, the numbers registered for work at NES offices in **Joliette** and **Sherbrooke** were sharply higher than last year, largely because of a drop in construction work. In **Farnham-Granby**, on the other hand, the number registered was lower than last year mainly because of the sustained high level of production in manufacturing. Lower registrations were also reported from **Rouyn-Val d'Or** and **Lac St. Jean** because of the steady demand for miners and bushworkers in these areas.

## ONTARIO



EMPLOYMENT in the Ontario region increased by an estimated 11,000 between mid-November and mid-December. Non-agricultural industries accounted for the entire increase; farm employment showed a small seasonal decline. The number of persons with jobs at December 15 was estimated at 2,097,000, an increase of 103,000 over December 1955. Unemployment also increased seasonally during December as workers were laid off from construction, forestry and lake shipping jobs. In addition, some plants closed down during the Christmas holiday season for stock-taking and pro-

duction adjustment. On the other hand, there was a further increase in the trade and service occupations and the demand for skilled labour in the metalworking industries continued strong.

A seasonal decline in employment in certain areas resulted in the reclassification of 14 local labour market areas. At January 1, 1957, the 34 areas in the region were classified as follows (last year's figures in brackets): in balance, 15 (13); in moderate surplus, 17 (21); in substantial surplus, 2 (0).

### Local Area Developments

**Hamilton** (metropolitan). Reclassified from Group 3 to Group 2. A seasonal decline in construction activity and layoffs in the primary and secondary textile and automotive industries, because of changes in production



operations and extended Christmas and New Year's holidays, were chiefly responsible for the labour surplus.

**Ottawa - Hull** (metropolitan). Remained in Group 3. Employment in Ottawa continued steady, while Hull showed a seasonal decline in construction, woodworking and electrical appliances.

**Toronto** (metropolitan). Remained in Group 3. Employment in heavy industry continued strong, with tool and die makers, engineers, electricians and other skilled workers in short supply. Skilled labour was also in strong demand in other industries. There was a considerable seasonal drop in construction and some slackening in the television and radio industries, processing and light manufacturing.

**Windsor** (metropolitan). Reclassified Group 2 to Group 1. Employment declined in automotive assembly and supplier plants, partly owing to reductions in the production schedule and partly to inventory taking. In addition, there were seasonal layoffs in construction and lake shipping.

**Guelph, London and Kitchener** (major industrial). Reclassified from Group 3 to Group 2. Apart from some easing in home construction, temporary closures over the long holidays were mainly responsible for the reclassification.

**Niagara Peninsula** (major industrial). Reclassified from Group 3 to Group 2. There was a seasonal reduction in the employment of seamen, dock and grain elevator workers, following the termination of the shipping season. Seasonal layoffs also occurred in the food processing industry and in construction. Employment in other occupations remained steady.

**Oshawa** (major industrial). Reclassified from Group 3 to Group 2. Temporary closures over the long holidays and some decline in construction resulted in a slight drop in employment. The general situation remained good.

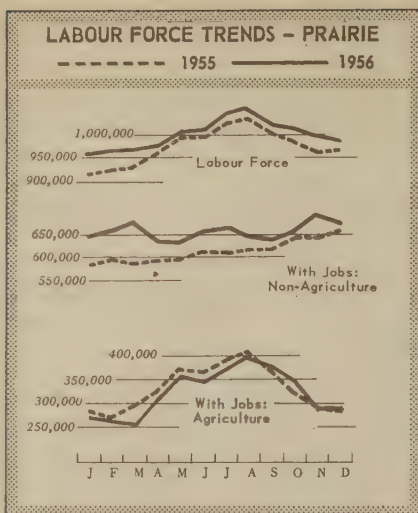
**Sarnia** (major industrial). Reclassified from Group 3 to Group 2. The closing of one firm producing auto parts and curtailment of production in another were chiefly responsible for the drop in employment. In addition, there were seasonal layoffs in lake shipping and construction.

**Belleville - Trenton, Lindsay, North Bay, Pembroke, Woodstock - Ingersoll** (minor). Reclassified from Group 3 to Group 2.

**Owen Sound** (minor). Reclassified from Group 2 to Group 1.

## PRAIRIE

A FURTHER decline in employment occurred in the Prairie region during December as the level of seasonal activity approached its annual low point. The construction industry accounted for most of the employment decline during the month, though seasonal slackening also occurred in some parts of manufacturing, trucking and water transportation. By mid-month total employment was estimated at 961,000, a drop of 21,000 from a month earlier but an increase of 23,000 from a year before. In contrast with other regions, no substantial labour surpluses had developed in any labour market area by January 1.



Fifteen areas in the region were reclassified during the month into the moderate surplus category. The situation at January 1, 1957, was as follows (last year's figures in brackets): in balance, 5 (3); in moderate surplus, 15 (17).

### Local Area Developments

**Calgary** (metropolitan). Reclassified from Group 3 to Group 2. Reductions in employment were almost entirely confined to seasonal industries. Labour demand continued strong in some occupations though the pressure eased considerably in the case of tradesmen; electricians, professional engineers, draftsmen, domestic workers, sales personnel and female office workers were reported scarce. Construction employment was maintained at a very high level during the first half of the month but fell off sharply during the second half because of extremely cold weather.

**Edmonton** (metropolitan). Reclassified from Group 3 to Group 2. The economy of this area remained very buoyant during the month despite seasonal slackening in some industries. The shortage of engineers eased somewhat but draftsmen, auto mechanics, diesel mechanics, electricians, plumbers, steamfitters and sheet metal workers continued to be scarce. Highway construction came to a close during the month but building construction remained very active. Total employment was about 12 per cent higher than a year earlier.

**Winnipeg** (metropolitan). Reclassified from Group 3 to Group 2. Employment showed the usual decline during December. The seasonal downturn in manufacturing employment occurred early in the month as a result of staff reductions in packing plants, sheet metal shops and some lines of building materials. Job opportunities for unskilled construction workers decreased sharply but skilled workers continued to be in strong demand.

**Fort William-Port Arthur** (major industrial). Reclassified from Group 3 to Group 2. The close of lake shipping and seasonal slackening in construction were principally responsible for the increase in unemployment. Deep snow hampered logging in some localities but logging employment generally was maintained at a high level.

**Brandon, Lethbridge, Moose Jaw, North Battleford, Prince Albert, Regina and Yorkton** (major agricultural). Reclassified from Group 3 to Group 2.

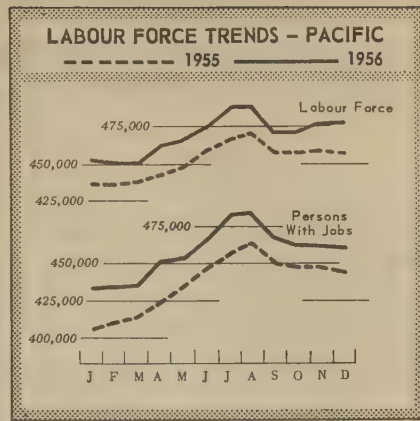
**Dauphin, Medicine Hat, Portage La Prairie, and Swift Current** (minor). Reclassified from Group 3 to Group 2.

### PACIFIC

**EMPLOYMENT** in the Pacific region declined moderately during December. Persons with jobs were estimated at 462,000 at December 15, 1956, a decrease of 1,000 from the previous month but an increase of



18,000 from December 1955. Registrations for employment at NES offices increased slightly from the same period a year ago, largely as a result of severe weather early in the month which halted outdoor activity throughout most of the region. Layoffs were heavier than usual in the logging and related industries, where softer market conditions added to the usual seasonal decline of operations. Sawmills operated at reduced capacity and in many areas only the larger mills were active. Plywood firms and pulp and paper mills maintained capacity production, although their labour demands were light.



Outdoor operations in construction were curtailed by weather conditions; and a drop in residential construction augmented the usual seasonal surplus of construction workers. Larger mining concerns maintained production but required little additional labour. Seasonal layoffs continued in manufacturing, particularly in firms dependent on the lumber industry. Steel and sheet metal plants remained busy. A record sales volume in the Christmas trade was responsible for heavy demands for casual workers in retail stores and post offices. Labour surpluses were common in most areas, although some classes of skilled metalworkers and professional and clerical personnel remained scarce.

During the month seven areas in the region were reclassified, three from the balanced to the moderate surplus category, and four from the moderate surplus to the substantial surplus category. At January 1, 1957, classification of the ten areas in the region was the same as last year: in moderate surplus, 6; in substantial surplus, 4.

### Local Area Developments

**Vancouver-New Westminster** (metropolitan). Remained in Group 2. Further layoffs occurred in the lumbering and residential construction industries. There was a seasonal decline in manufacturing, but commercial construction, mining, shipbuilding, sheet metal plants and coastal shipping remained active. Although labour was generally in surplus, shortages existed in a few skilled and professional categories.

**Victoria** (major industrial). Remained in Group 2. Registrations for employment at the NES office rose considerably as bad weather forced early closing of logging firms. Building operations were disrupted and a surplus of construction workers developed.

**Cranbrook, Kamloops and Trail-Nelson** (minor). Reclassified from Group 3 to Group 2.

**Chilliwack, Central Vancouver Island, Okanagan Valley and Prince George** (minor). Reclassified from Group 2 to Group 1.

# Current Labour Statistics

(Latest available statistics as of January 10, 1957)

Principal Items	Date	Amount	Percentage Change From	
			Previous Month	Previous Year
<i>Manpower</i>				
Total civilian labour force (a).....	Dec. 15	5,741,000	- 0.4	+ 2.7
Total persons with jobs.....	Dec. 15	5,555,000	- 1.3	+ 3.1
At work 35 hours or more.....	Dec. 15	5,061,000	+ 0.7	+ 6.6
At work less than 35 hours .....	Dec. 15	373,000	-20.6	-27.2
With jobs but not at work.....	Dec. 15	121,000	-10.4	- 4.7
With jobs but on short time.....	Dec. 15	29,000	0.0	-31.0
With jobs but laid off full week.....	Dec. 15	22,000	+83.3	+22.2
Persons without jobs and seeking work	Dec. 15	186,000	+37.8	- 7.0
Persons with jobs in agriculture.....	Dec. 15	680,000	- 1.9	- 4.6
Persons with jobs in non-agriculture.....	Dec. 15	4,875,000	- 1.3	+ 4.3
Total paid workers.....	Dec. 15	4,458,000	- 1.2	+ 5.4
<i>Registered for work, NES (b)</i>				
Atlantic.....	Dec. 13	43,200	+74.2	+11.6
Quebec .....	Dec. 13	90,300	+59.8	- 1.6
Ontario .....	Dec. 13	92,100	+37.9	+ 6.6
Prairie .....	Dec. 13	44,400	+68.2	-16.4
Pacific .....	Dec. 13	44,400	+59.7	+13.6
Total, all regions.....	Dec. 13	314,400	+55.5	+ 1.7
<i>Claimants for Unemployment</i>				
Insurance benefit .....	Dec. 1	215,378	+54.5	- 2.0
Amount of benefit payments .....	November	\$9,275,471	+15.0	+ 7.1
Industrial employment (1949=100) .....	Nov. 1	126.0	+ 0.1	+ 6.6
Manufacturing employment (1949=100).....	Nov. 1	118.5	- 0.1	+ 5.1
Immigration.....	1st.9mos.	110,009	-	+27.0(c)
<i>Strikes and Lockouts</i>				
No. of days lost .....	December	15,595	-	-32.7(c)
No. of workers involved .....	December	1,513	-	+47.4(c)
No. of strikes .....	December	18	-	+50.3(c)
<i>Earnings and Income</i>				
Average weekly wages and salaries .....	Nov. 1	\$66.19	+ 0.2	+ 6.8
Average hourly earnings (mfg.).....	Nov. 1	\$1.55	+ 0.9	+ 6.4
Average hours worked per week (mfg.).....	Nov. 1	41.6	+ 0.2	- 0.2
Average weekly earnings (mfg.).....	Nov. 1	\$64.36	+ 1.2	+ 6.2
Consumer price index (av. 1949=100).....	Dec. 1	120.4	+ 0.1	+ 3.0
Real weekly earnings (mfg. av. 1949=100)	Nov. 1	128.3	+ 0.8	+ 3.1
Total labour income..... \$ 000,000	October	1,273	+ 0.4	+12.6
<i>Industrial Production</i>				
Total (average 1935-39=100).....	October	300.0	+ 0.3	+ 5.6
Manufacturing .....	October	296.9	+ 0.3	+ 4.2
Durables .....	October	359.1	+ 1.8	+ 4.6
Non-Durables .....	October	257.1	- 1.0	+ 3.9

(a) Distribution of these figures between male and female workers can be obtained from *Labour Force*, a monthly publication of the Dominion Bureau of Statistics. See also inside back cover, May 1956 *Labour Gazette*.

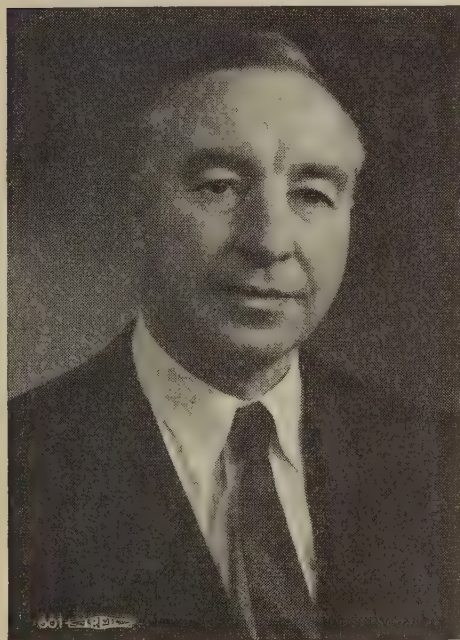
(b) See inside back cover, May 1956 *Labour Gazette*.

(c) These percentages compare the cumulative total to date from first of current year with total for same period previous year.



## NOTES OF CURRENT INTEREST

### **Appointed New Director Of Industrial Relations**



The appointment of Bernard Wilson as Director of the Industrial Relations Branch, Department of Labour, was announced last month.

M. M. Maclean, CBE, who has occupied the position of Director of Industrial Relations since 1942, was in addition appointed Assistant Deputy Minister in 1951. Now, due to the increased load of departmental work in the industrial relations field, it has been considered necessary to establish the separate position of Director of Industrial Relations.

Mr. Maclean will continue to fill the position of Assistant Deputy Minister of Labour with particular responsibilities in the labour-management area of departmental activities.

Mr. Wilson holds an honours degree in Economics and Political Science from the University of Western Ontario. He entered the Department of Labour in the Economics and Research Branch in 1939 and transferred to the Industrial Relations

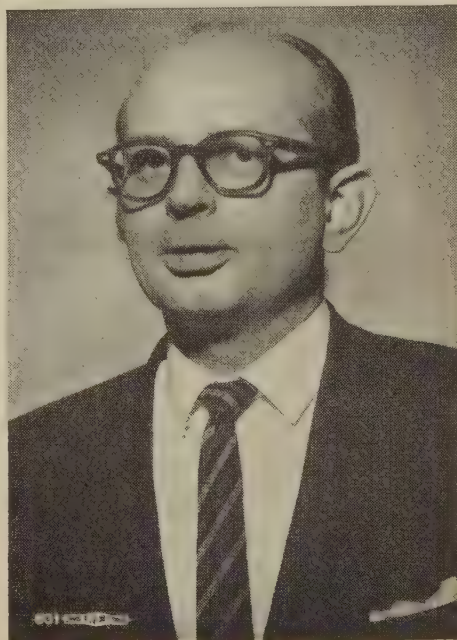
Branch in 1942. At the time of his promotion he was Assistant Director of the Industrial Relations Branch and Chief Executive Officer of the Canada Labour Relations Board.

Mr. Wilson has represented the Canadian Government as delegate and adviser at a number of International Labour Organization conferences and committee meetings.

### **Economics and Research Branch Has New Chief**

William R. Dymond, who had been Chief of the Manpower Analysis Division of the Department of Labour since 1951, was appointed Director of the Economics and Research Branch effective January 1. He succeeds Walter E. Duffett, whose appointment as Dominion Statistician had previously been announced (L.G., Oct. 1956, p. 1234).

Mr. Dymond holds a Master of Arts degree in Economics from the University of Toronto and a Doctor of Philosophy degree, also in Economics, from Cornell University. He entered the service of the



Department of Labour in the Economics and Research Branch in 1951, having previously been professor of economics at the University of Massachusetts. Shortly after, he was appointed Head of the Manpower Analysis Division.

During the past several years Mr. Dymond has been a sessional lecturer in labour economics at Carleton College. He has represented the Department in many discussions with governmental and non-governmental bodies interested in the general labour and manpower field.

## **Labour and Universities Join in New Committee**

A continuing committee representing universities, trade unions, and the Canadian Association for Adult Education was established last month to promote a closer working relationship between Canadian universities and organized labour.

Decision to establish a committee came at the closing session of the first national conference on labour education, held in Ottawa December 15-17 and jointly sponsored by the Canadian Labour Congress and the CAAE, and attended by 110 delegates from various organizations in the adult education field.

Those appointed to the committee were: Napoleon LeBlanc, Director, *Centre de culture populaire*, Laval University; Rev. M. J. MacKinnon, Director, Extension Department, St. Francis Xavier University; Paul Goodman, Assistant Director of Extension, University of Toronto; Stuart Jamieson, Department of Political Economy, University of British Columbia; John Frieson, Director of Extension, UBC; Max Swerdlow, Director of Education, Canadian Labour Congress; Gower Markle, Canadian Education Director, United Steelworkers of America; A. L. Hepworth, Director of Education, Canadian Brotherhood of Railway Employees and Other Transport Workers; William MacDonald, Canadian Education Director, United Automobile Workers; Fernand Jolicoeur, Director of Education, Canadian and Catholic Confederation of Labour; and Gordon Hawkins, CAAE Associate Director.

At a meeting of the committee held later, Mr. LeBlanc was elected Chairman and Mr. Swerdlow, Secretary.

The aims of the committee include providing a clearing house for information on labour education; encouraging the formation of labour-university committees in various areas; and assisting in holding regional conferences.

At the opening session, chaired by Fred Nicoll, CLC Vice-president and Chairman

of the CLC Education Committee, speakers outlined the present situation in labour education and possible trends in co-operation with universities.

CLC Executive Vice-president Gordon G. Cushing noted the change in the Canadian labour movement since the founding of the Congress last April. "Those who could and should have been a part of this Canadian labour movement in years gone by, but because of division in our ranks refrained from participating, are now looking towards membership," he said. "Again because of division in our ranks, I question whether those who have joined unions since World War II have had the labour education so necessary to build a strong organization."

"Although 15,000 people are expected to participate in the Congress educational program of weekend institutes, summer-winter schools, and staff seminars next year, this represents but 1.5 per cent of our membership," said Mr. Swerdlow. After outlining the possible fields of co-operation with other adult education groups, he suggested the establishment of a permanent advisory committee.

CAAE Associate Director Gordon Hawkins proposed a division of teaching responsibility—with unions continuing courses on day-to-day tasks and universities sponsoring labour courses in such fields as economics and international affairs. He noted the necessity of close co-operation for the effective implementation of such a program.

Dean George Curtis, Head of the Law Faculty at the University of British Columbia, said that the interest of organized labour in the general problems of education was welcomed by the universities. He suggested universities could greatly extend research in industrial relations as well as in the training of personnel.

Very Rev. Roderique Normandin, OMI, Rector of the University of Ottawa, was chairman of the luncheon at which Bert Richardson, Editor of the Toronto Telegram, outlined the function of the daily newspaper as a tool of public information.

Dr. Roby Kidd, CAAE Director, chaired a general discussion with panel members including: Rev. M. J. MacKinnon of St. Francis Xavier University, Fernand Jolicoeur of the CCCL, A. L. Hepworth of the CBRE, and Bob Coulter, Director of Extension, University of Toronto.

At the conference banquet, CLC President Claude Jodoin expressed the hope that the meeting would lead to the development of workers' educational programs which would benefit not only union members but the entire Canadian people.



Guest speaker was Joseph Mire, Executive Secretary of the Inter-University Labor Education Committee, from Madison, Wis.

"The interest of universities in labour education in the United States reflects the new status of labour in society," Mr. Mire said. "The university has to serve all groups in society. It long ago ceased to be an institution in which scholars trained future scholars. The university has a normal and natural responsibility to assist in the development of adult education—of labour education."

He cited several examples of United States university-trade union programs that had been developed to meet the specific needs of labour in a single union or area. These included evaluation of welfare plans, training of leaders for community work, and recruitment and training of teachers for labour schools.

Universities represented at the conference included: St. Francis Xavier University, Antigonish, N.S.; Mount Allison University, Sackville, N.B.; Assumption University, Windsor, Ont.; McMaster University, Hamilton, Ont.; University of Toronto; University of Western Ontario, London; Laval, Quebec City; University of Montreal; University of Alberta; Queen's University, Kingston, Ont.; and St. Patrick's College, Ottawa.

Government representation included: the Adult Education Division of the Nova Scotia Department of Education; the New Brunswick Department of Education; the Adult Education Division of the Saskatchewan Education Department; the Citizenship Branch of the Department of Citizenship and Immigration; the National Film Board; and the Canadian Broadcasting Corporation.

Participating unions were: The Canadian and Catholic Confederation of Labour, the International Woodworkers of America, the Canadian Brotherhood of Railway Employees, the United Steelworkers of America, the Amalgamated Clothing Workers of America, the International Ladies' Garment Workers, the United Packinghouse Workers, the United Rubber Workers, the National Union of Public Employees, the United Automobile Workers, the Tobacco Workers' International Union, the Brotherhood of Maintenance of Way Employees, the International Photo Engravers, the Printing Pressmen, the Retail Clerks, and the Association of Radio and Television Employees.

Other organizations represented were: the Canadian Film Institute; Frontier College; the Co-operative Union of Canada; the Workers' Educational Asso-

ciation; the Jewish Committee of Canada; the National Defence Employees' Association; the Woodsworth Memorial Foundation; the International Labour Organization; and the International Confederation of Free Trade Unions.

## ***Employers May Sponsor Immigrants in New Year***

Prospective employers will be accepted as sponsors of immigrants from the United Kingdom and Europe, "even though they are not personally acquainted with the immigrants," Immigration Minister Pickersgill has announced. He said that the Government had approved the step as a method of increasing the flow of immigrants in 1957. The new regulation went into effect January 1.

All immigrants sponsored by employers must be "suitable, desirable and adaptable and in good health; and they must, of course, be willing to accept the work offered," the Minister said. They will be eligible for assisted-passage loans from the Government.

Under present immigration regulations, persons from the United Kingdom and Europe may enter Canada without sponsors only if they fall within certain job classifications and can meet health and other standards. Otherwise they must be sponsored by a close relative until they can support themselves.

Sponsorship will be accepted from reputable employers in a position to provide year-round employment at current wages in occupations where the National Employment Service cannot satisfy the demand for workers.

Mr. Pickersgill said that immigration teams will be sent to European refugee camps this winter on an active recruiting campaign. The Government believed that there were "a good many" refugees who would be willing to come to Canada. He said that priority would be given to Hungarian refugees now in Austria. He also announced that two qualified officers will visit New York and Chicago to assess the prospects of increasing the flow of immigrants from the United States.

The Minister explained that in a number of European countries and in the United Kingdom, the waiting list of sponsored applications has decreased, and that most persons who now apply are unsponsored.

The numbers of immigrants who have arrived during the first nine months of 1956 were 27 per cent above those of the same period in 1955: 110,000 compared with 86,600. The 1954 figure was 127,000.

## **U.K. Estimates Future Demand for Engineers**

A survey to determine what the long-term demand for scientists and engineers in Great Britain will be has been made by the Committee on Scientific Manpower of the Advisory Council on Scientific Policy.

Results of the survey are published in *Scientific and Engineering Manpower*, obtainable from Her Majesty's Stationery Office, London, England. Excerpts from the report appear in the *Ministry of Labour Gazette* for November 1956.

The terms "scientist" and "engineer" in the report cover applied sciences in engineering, including chemical engineering, civil and structural, electrical, mining, mechanical, aeronautical and other engineering, and metallurgy. Both terms refer only to persons with defined qualifications in these subjects, the term "engineer" being applied to those with a degree or other professional qualifications.

The committee estimates that if the annual rate of industrial growth of 4 per cent is to be maintained, the numbers of qualified scientists and engineers will have to be increased by more than 60 per cent, from the present figure of 135,000 to about 220,000 in 1966. The increase in the requirements of engineers is estimated at about 70 per cent between 1956 and 1966 and of scientists at about 50 per cent.

The number of persons taking first degrees or equivalent degrees at universities or technical colleges at the present time is about 10,000 per year. About half of these are engineers and half scientists. There are indications that this annual gross flow will rise to 12,000 by 1958-59.

Making reasonable allowances for emigration, overseas students, etc., the average annual flow for the following five years would have to reach 16,000 if the stock of scientists and engineers is to reach 220,000 by 1966.

Reaching such a figure, the Committee believes, would represent a remarkable educational achievement. The Committee's calculations also indicate that the number of persons qualifying each year in science and engineering would need to increase from 10,000 in 1954-55 to about 20,000 in 1970.

If the required rate of flow is to materialize, higher education in science and engineering will have to continue to develop at least as vigorously in the second postwar decade as it has in the first.

The report notes that provided secondary education facilities are adequate, there seems to be no doubt that enough talented boys and girls will be available, if they

choose to take up careers in engineering and science, to fill estimated requirements.

On the other hand, the Committee feels that there is little risk that the greatest possible efforts of universities and technical colleges will result in any over-production of scientists and engineers in the 1960's.

In conclusion, the Committee notes that its estimates are essentially a guide to action, and not a form of prophecy about the content of British industry 10 years hence. The Committee cannot foretell what scientific or technological developments are likely to transform industry in the future, but an increase in the number of technologists is an essential condition to the healthy growth of industry, "now and in the future".

## **Young Man's "Best Bet" Is Trade Apprenticeship**

A trade apprenticeship was the best bet for young men who did not have the inclination, ability or money to obtain a university education, E. J. Wilson, Manager of the Calgary National Employment Service office, said at a recent meeting on apprenticeship training.

Mr. Wilson said a 16-year-old boy who apprentices as an electrician puts himself in the position to earn much more by the time he is 50 than a youth with the same education who takes his chances on the open market.

Job insecurity was another handicap faced by a boy entering the unskilled labour force, he said. At a time when there are openings in the skilled and professional fields, many unskilled workers are jobless.

Education, academic or practical, Mr. Wilson said, was the best possible form of unemployment insurance.

A survey made by the Calgary NES office discovered that, of the 3,368 male applicants for jobs, 55 per cent had only public school education or less but only 5 per cent of high school or university graduates were unemployed.

Speaking at the same meeting, J. P. White of Edmonton, Director of Apprenticeship Training, Alberta Department of Industry and Labour, said there was a great need for skilled workers in almost all trades in the province.

He said there were only 250 carpenter apprentices when there should be 1,000.

Since the establishment of the province's apprenticeship board in 1945, the number of boys participating in the apprenticeship program had increased. In 1945 there were 386 registered; 1,486 in 1946, and 3,500 registered in 15 designated trades at June 1956.



## **60,000 U.S. Engineers Have Joined Unions**

In spite of the much advertised shortage of professional engineers and the high starting salaries offered, members of the profession in the United States are dissatisfied with their economic position, according to a report entitled "Unionization Among American Engineers" recently published by the National Industrial Conference Board. This is given as the reason why engineers are showing more disposition to join unions than they have been in the past.

It is estimated that out of about 500,000 professional engineers in the United States, at present some 60,000 belong to unions.

One of the causes of engineers' discontent, the report says, is that the salaries of experienced engineers have not kept up with the increases in starting salaries, and the older men feel that their experience is not commanding the premium that they are entitled to expect.

Another ground for complaint is that the status of the profession is being lowered by the indiscriminate recruiting of engineering abilities, the assignment of engineers to job which do not require a high degree of professional skill, and the blurring of the lines of division between professionals and non-professionals.

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## **Work on Seaway Project Half Finished at Year-end**

At the end of 1956, nearly half of the work on the St. Lawrence Seaway had been completed, Hon. Lionel Chevrier, Chairman of the St. Lawrence Seaway Authority, stated last month. He said that 60 per cent of the excavation work, 40 per cent of the dredging and nearly 20 per cent of the concrete work had been finished.

Contracts awarded at the time Mr. Chevrier spoke totalled nearly \$190,000,000. The navigation and hydro-electric phases of the project, he estimated, would cost more than \$900,000,000—a figure higher than that originally estimated, and higher than that given in the article, "The St. Lawrence Seaway and St. Lawrence Power Projects," published in the December issue of the *LABOUR GAZETTE* (p. 1498).

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## **CMA Urges Reduction In Income, Excise Taxes**

Reduction of personal income taxes because they have worked a hardship on many taxpayers and have tended to discourage initiative, and of corporation

income taxes "for the good of the economy generally," was urged by a delegation of senior officers of the Canadian Manufacturers' Association that last month approached Finance Minister Harris with a number of recommendations for consideration in the preparation of the 1957 budget.

The delegation, led by CMA President J. N. T. Bulman, also suggested that income tax regulations should be changed to allow married couples to file joint returns, and calculate their tax liability by doubling the tax on half the combined income of husband and wife.

Another request was for revision of the customs tariff, which was stated to be "long overdue," the schedules not having received any close scrutiny since 1907. The Association's officers also recommended changes in the Dominion Succession Duty Act; the reduction or abolition of special excise taxes on a long list of articles including automobiles, cosmetics, record players and television sets; and a number of amendments to the sales tax regulations.

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## **U.S. Agreement Softens Impact of Automation**

The minimizing of hardship to employees consequent upon the introduction of highly automatic machinery is analysed in a case study on the impact of automation, the third in a series prepared by the United States Bureau of Labor Statistics. The study describes the adjustments to problems of displacement, downgrading, and changes in skill requirements and earnings, which were made successfully by a large bakery within a long-established collective bargaining framework.

The agreement reached contained provisions that reduced the number of workers who might have been displaced, established new rates for new jobs and guaranteed workers who had to be moved to less skilled work the same rates as they had earned at their former jobs. The union concerned said that an important aspect of the situation was the company's willingness to announce its plans early and to consult the employees before the change on issues affecting employment.

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## **Civil Service Job Accidents**

Accidents to federal government employees reported to the Government Employees Compensation Branch during November 1956 totalled 1,438, compared with 1,420 reported in November 1955.

## **"Age Alone Doesn't Make Worker Less Efficient"**

"Research along various lines indicates that the middle-aged or older worker is not by virtue of his age alone less efficient, less educable, more prone to accidents" than younger workers. This is one of the conclusions reached in an article, "The Older Worker," published in *Labour Research* for November-December. *Labour Research* is a bulletin issued monthly by the Research Department of the Canadian Labour Congress.

The article is based mainly on material obtained from Canadian, United States and British government sources. Other conclusions contained in the summing-up at the end of the article include:—

Chronological age is not a satisfactory criterion for determining the time for retirement, although no suitable substitute has been developed.

Pension plans are not necessarily a bar to employment beyond the normal retirement age, or to the hiring of older workers.

There is room within the scope of collective bargaining for arrangements regarding the worker rendered infirm or less efficient by age.

Hiring should be on the basis of ability, not age.

Concern about the burden of social security for the aged may be exaggerated, in the light of present economic trends.

## **Disregard Job Applicant's Age, U.S. Employers Told**

An employer "should evaluate the experience, skill and abilities of the individual" rather than judge the suitability of an applicant by his chronological age. This is one of the conclusions drawn by the United States Bureau of Labor Statistics from the findings of a new study that is part of a broad Department of labor program aimed at finding ways of dealing with the difficulties of older workers in finding and holding jobs.

Four criteria were chosen for comparing age groups—output per man-hour, attendance, industrial injuries and separations. The survey, the findings of which are set out in Bulletin No. 1203, *Job Performance and Age: A Study in Measurement*, was confined to eight manufacturing plants in two industries—footwear and men's clothing; and is described as solely "a pilot investigation".

On output per man-hour the data show a generally stable average performance level up to and including age 54, some falling

off in the average for the 54 to 64-year age group, and very large variations in the output of persons in the same group. With regard to attendance, only small differences were found among the six age groups used. The study did not provide sufficient data on industrial injuries or on separations to enable researchers "to identify any significant differences" in the patterns of the various age groups.

Automation of industry may bring special difficulties for workers over 45 years of age, it was agreed by a United States Representative and a trade union economist at a hearing on automation last month by a Senate-House economic subcommittee.

"These workers are now finding it increasingly difficult to get a job if they are displaced," said Representative Wright Patman. Stanley Ruttenberg, Director of Research for the AFL-CIO, agreed that this was one of the problems raised by the increased mechanization of industry.

Mr. Patman said that many workers lured from farms and from their own businesses by well-paid defence jobs are now 45 years or older and find "there is no place for them".

## **See Over 45 Age Group Supplying Most Workers**

Manpower in the age group 25 to 34 will be harder to find in the next decade, the United States Bureau of Labor Statistics has forecast, and older workers—those 45 years and up—will be the major supplier of labour in that period.

More than half the increase in the country's working force will be provided by women, the Bureau added.

From the expected population growth and its needs, the Bureau calculated that there will be jobs for 10,000,000 more persons by 1965. Of this number, about 4,500,000 will be young persons, 14 to 24 years; 5,000,000 will be 45 years and older and only 5,003,000 will be between 25 and 44 years.

The number of workers in the 25 to 34 age group will decrease by 900,000.

## **Canadian Textile Unions Agree to Co-operate**

Two textile unions, both affiliates of the Canadian Labour Congress, last month worked out a basis for closer co-operation, it was announced by the CLC. The unions are the United Textile Workers of America and the Textile Workers Union of America.

After a meeting sponsored by the CLC, they reported that they had "reached an



understanding on the principle of joint consultation for organization and negotiation". A subcommittee was appointed to work out details.

The conference was one of a series called by the CLC and participated in by unions with membership in particular industries.

CLC President Claude Jodoin chaired the meeting. Others taking part included: J. Harold D'Aoust, formerly Director in Canada of the TWUA, but recently appointed Special Assistant to the President of the union and Director in charge of New Organization in the United States and Canada; Paul Swait, Acting Director in Canada of the TWUA; Roger Provost, Vice-president and Canadian Director of the UTW; Donald MacDonald, CLC Secretary-Treasurer; and J. MacKenzie, CLC Director of Organization.

The Textile Workers Union has 72 locals and a membership of 17,000 in Canada; the United Textile Workers, 24 locals and 6,403 members in Canada.

### ***IAM and UAW Co-operate In U.S. Aircraft Industry***

In a limited form of alliance the International Association of Machinists and the United Auto Workers last month set up a joint committee to further their common aims in the aircraft and guided missiles industries in the United States.

Since 1950 the two unions have had a general no-raiding agreement, but the new committee is an attempt at closer co-operation. The present aims of the new plan are given as the development of "programs of co-operation and assistance" in organizing the remaining non-union plants in the industries concerned, in the conduct of negotiations and strikes, and in improving "the relationship and understanding between members of both organizations for their mutual benefit and for the benefit of the entire industry".

These aims will include the seeking of "common objectives and possible joint negotiation on wages, union security, job classifications, job stability, health and welfare, apprentice training and other contract terms".

The committee will also try to "develop an effective program on matters of governmental policies affecting the industries and a legislative program for the protection of all aircraft and guided missiles workers and the nation."

The heads of the new committee will be A. J. Hayes, President of the IAM, and Walter Reuther, President of the UAW, both of whom are AFL-CIO Vice-presidents.

IAM General Vice-president Roy M. Brown and UAW Vice-president Leonard Woodcock will be vice-chairmen of the committee, which will consist of five members from each union.

### ***Free Travel Costs from Tax, Building Trades Ask***

An amendment to the Income Tax Act that would provide tax exemptions for travelling and out-of-town living expenses of construction workers was requested last month in a presentation by a joint delegation to the Minister of Finance, the Minister of National Revenue and the Minister of Labour.

The delegation represented the Canadian Labour Congress and its affiliates in the construction industry, the National Association of Master Plumbers and Heating Contractors of Canada, the United Association of Journeymen and Apprentices of the Pipefitting Industry of the United States and Canada, and the Toronto Builders' Exchange.

A bulletin issued last July by the Department of National Revenue reversed a 1942 ruling that permitted tax-exempt payment of travelling and out-of-town living expenses to construction employees, the joint submission stated.

The 1942 ruling has been confirmed in June 1946, in a letter from the then Deputy Minister of Taxation to the General Organizer of the United Association of Journeymen and Apprentices of the Pipefitting Industry of the United States and Canada. The Deputy Minister of Taxation said in the letter: "If, however, the employees are on an accountable basis with their employers for expenses, while working out of town, the employees will only be taxed on the wages received and not on the expenses borne by the employers."

The July 1956 bulletin "has created considerable uncertainty, doubt and unrest among employers and employees in the construction industry," the submission noted.

### ***CLC Supports High Tariff On Rubber Footwear***

The Canadian Labour Congress last month expressed support for higher tariffs to protect the Canadian rubber footwear industry from the competition of rubberwear and rubber-soled canvas shoes imported from low-wage countries.

In a brief to the Tariff Board, the CLC said the industry, which employs 5,000 workers, "has a right to expect assistance in its struggle against unreasonable price competition".

## **CLC, Farmers Join in Submission to Cabinet**

Measures to increase farm income and to expand the agricultural implement industry in Canada were proposed to the federal Government last month by the Canadian Labour Congress, the Interprovincial Farm Union Council and the Canadian Farmer-Labour Economic Council.

From 1951 to 1955, the farmer's share of all the goods and services produced in Canada was almost halved, the joint submission pointed out.

The downward trend of employment in the farm implement industry has reached an alarming stage, the brief stated. Dominion Bureau of Statistics reports indicated a decline of 44.7 per cent in employment in the industry in the past four years.

Four remedies were recommended to bolster farm income:—

1. "Action to protect farm prices at adequate levels, so that farmers can plan production and purchase needed equipment without fear of another collapse in prices." Not only should there be solid support prices, but the support should be established "on the basis of a parity price system which would relate the price the farmer gets to the cost of what he must buy to operate his farm.

2. "More vigorous marketing policies, with a greater measure of democratic participation by farmers through their own organizations. Both in domestic and export marketing, farmers should have a greater voice in determining policies on which their economic welfare depends. . . . We must be prepared to accommodate ourselves to the needs of foreign customers by greater willingness to accept their currencies, by provision of long-term loans, barter plans and similar methods. We should also be prepared to give far more generous assistance than we have in the past to undernourished countries on the basis of a straight gift. . . .

3. "Stricter action against monopolistic control by the huge corporations which traditionally have dominated both the processing of farm products and the supplying of farmers' needs. . . .

4. "Adequate credit facilities at low interest rates."

In addition to developing wider markets for farm products, the joint submission proposed measures which would develop world markets for farm implements. Increased aid by the Canadian Government to underdeveloped countries would provide immediate markets for the Canadian farm implement industry and assist with the

development of strong economies for future markets in Asia and Africa, the brief pointed out.

On the home market, the Government should encourage diversification in the farm implement industry. Two specific recommendations were made: the encouragement of a Canadian tractor industry and exemption from sales tax and import duties for equipment used to accomplish this diversification.

The joint submission called for the establishment of a permanent Farm Implement Industry Committee, composed of representatives of farmers, labour, the agricultural implement industry and the Government.

Finally, to assist laid-off implement workers, the brief requested: higher unemployment insurance benefits; retraining of workers for other industries; financial assistance covering removal expenses from distressed areas; and encouragement of new industries and public works projects for these distressed areas.

CLC Vice-president George Burt, Chairman of the CLC Farm Implement Committee, was spokesman and J. L. Phelps, Chairman of the Canadian Farmer-Labour Economic Council, introduced the delegation.

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## **Farm Cash Income Higher In 1956's First 9 Months**

Cash income received by Canadian farmers from the sale of farm products and from participation payments on previous years' grain crops amounted to \$1,874,800,000 in the first nine months of 1956, an increase of 11 per cent over 1955's nine-month estimate of \$1,686,000,000 and of 12.3 per cent over 1954's \$1,669,100,000, the Dominion Bureau of Statistics reports. Newfoundland is excluded from the figures.

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## **More Farm Implements Sold in 1955 Than 1954**

Canadian farmers spent more on new farm implements and equipment in 1955 than in 1954, the Dominion Bureau of Statistics has reported. This was a reversal of the trend of the two preceding years.

The wholesale value of sales rose about 6 per cent to \$155,115,000 from \$146,703,000.

Despite the rise over 1954, the 1955 value was sharply below earlier years: \$238,050,000 in 1953, \$250,277,000 in 1952, \$235,620,000 in 1951 and \$218,187,000 in 1950.

Sales of repair parts, also at wholesale, rose 4 per cent to \$28,452,000 from \$27,336,000 in 1954.



## **Locomotive Firemen Sign New Agreement in U.S.**

The Brotherhood of Locomotive Firemen and Enginemen became the first of the four operating unions to settle a prolonged dispute with United States railroads when it signed an agreement calling for wage increases totalling 24 to 30 cents an hour spread over the three years 1956 to 1958.

Effective November 1, 1956, road firemen and yard firemen not on a five-day week received 10 cents an hour increase; yard firemen now on a five-day schedule, 16 cents an hour. Yard firemen not on a five-day week will receive an extra 6 cents an hour if and when they are placed on the short week.

Second and third-year increases of 7 cents an hour will be paid to all firemen, with the proviso that, at the option of the union, all or part of the second-year increase may be used to apply on hospital and other health benefit contributions.

United States non-operating unions earlier signed a new three-year agreement, also effective November 1, with the country's railways (L.G., Dec. 1956, p. 1497).

## **Railways, Non-Ops Agree On Welfare Plan Details**

Probably Canada's largest employee welfare plan, affecting some 500,000 persons—Canadian railroaders and their families—is now in effect. Establishment of the welfare plan formed part of the agreements signed by the non-operating brotherhoods and the major railways in the early spring of 1956 (L.G., June 1956, p. 687).

Although it was agreed at contract negotiation time that a welfare plan would be instituted, its terms of operation and its provisions were not fully ironed out by union and companies' officials until last month.

Following are some of the highlights of the plan, which went into effect on January 1, 1957:—

Group life insurance with a \$500 per employee coverage.

Weekly indemnity of \$40 in case of sickness or non-occupational disease.

Basic hospital expense protection for 70 days at standard ward rates.

Medical and surgical benefits under doctor-sponsored plans.

Expenses incurred in operating the plan will be shared equally by the companies and the employees covered. The benefits will cost the employees \$4.25 per month, with a similar contribution being forthcoming from each company per capita.

In addition, there are provisions which will allow employees to make larger contributions under the plan, and enable them to get such things as semi-private hospital care in place of ward care.

Provision is also made so that employees retiring or leaving can continue the insurance by paying the entire premium involved, their's and the company's.

## **Sixth of U.S. Workers in Survey Get 4-Week Leave**

Vacation with pay of four or more weeks is granted to about one-sixth of 5,750,000 employees covered by a survey of 17 cities in the United States, according to the U.S. Bureau of Labor Statistics. Some 28 per cent of the office workers and 13 per cent of the plant workers are affected by the four-week holiday provision.

The Bureau finds that nearly half the workers covered are entitled to some vacation pay after their first six months of service, and that almost all employees can qualify for at least one week's vacation with pay after five years. After 10 years' service, three weeks or more vacation with pay applies to almost a quarter, and after 15 years, to nearly three-quarters of the workers.

According to the most recent survey of Canadian workers by the Department of Labour (see L.G., Oct. 1956, p. 1304, for plant workers; and L.G., Nov. 1956, p. 1434, for office workers), 12.9 per cent of the office workers and 10.2 per cent of the plant workers were entitled to four weeks with pay, in considerably the greater number of cases after 25 years' service.

As in the case of the United States workers, nearly all Canadian employees covered by the survey were allowed at least one week's vacation after one year or less of service. Nearly all the office employees received two weeks' vacation after not more than five years' service, and this also applied to only a little less than 90 per cent of the plant workers.

After 10 years about 10 per cent, and after 15 years 51 per cent, of the office workers got three weeks' vacation. Of the plant workers, nearly 5 per cent got three weeks after less than 15 years, and 47 per cent after 15 years.

James T. O'Connell, for the past ten years vice-president in charge of industrial relations for a New York shirt manufacturer, has been named United States Under Secretary of Labor.

## **Offers Labour's Reasons For 4-Day Week Campaign**

The views of organized labour on the question of the shorter work week are presented in an article, "Labor's Drive for the Shorter Work Week," published in the *Machinists Monthly Journal* of the International Association of Machinists for November-December 1956. The article summarized an AFL-CIO collective bargaining report issued after a recent conference on the matter.

Regarding labour's motive in seeking a shorter work week, the article says: "While the drive for the eight-hour day and 40-hour week was sparked originally by the fact that longer hours generally meant undue physical strain, health hazards and inadequate time for family and social needs, today sentiment for further hours reduction is based on the ground that shorter work hours will help maintain employment opportunities."

It is pointed out that several unions have already obtained a work week of less than 40 hours. One of the large AFL-CIO unions has negotiated a reduction of the work week to 35 hours for more than 200,000 workers, with at least as high take-home pay as was formerly received for a 40-hour week. In the printing industry the week has been reduced to less than 40 hours; and in the brewing, construction, and baking industries a significant number of employees are working shortened weeks, the article states.

"There are a number of ways to reduce hours of work: the eight-hour day can be shortened, the five-day week can be cut to 4½ or four days or paid time-off periods can be substantially increased," the article says in reference to the method of applying the reduction in hours.

"Until this time most of the unions striving for the shortened work-week," it continues, "have emphasized shortening of the work day, usually to seven and a half or seven hours, rather than turning to the four-and-a-half or four-day week (as the six-day week had been reduced to five and a half in many instances before the five-day move)."

Difficulties in connection with a four-and-a-half-day week include: for the employees, it takes as long to travel to and from work for half a day as for a full day; and for the employer, a half day is less productive than a full day because the same amount of time is spent in starting up and shutting down in both cases.

The big obstacle to cutting the week to four days at one stroke is that it takes an hourly wage increase of 25 per cent to

maintain the same take-home pay as with the five-day week, the article points out.

In commenting on the effect on the national economy of a reduction in hours without an accompanying reduction in wages, the writer of the article maintains that it is "a means of adjusting the national economy to rapid technological change," and he mentions several considerations in refutation of "some of the prophets of doom and gloom," who "predict a substantial decline in the rate on increasing national production, through reducing hours of work".

Reductions in working hours in the past have not been accomplished on a nationwide footing, but in a piecemeal manner, establishment by establishment, company by company, or sometimes industry by industry, the article states. "In the main, reduction of working hours has been accomplished through legislation." Later on it says: "Reduction of working hours will of necessity take different forms in different industries."

Although the writer asserts that reducing working hours in declining industries would "help to minimize" the difficulties of such industries, he admits that owing to the cost to employers whose profit position is not good, "further reduction of the standard work week will not necessarily take place in industries whose employment difficulties are greater".

In the course of a brief discussion of the cost of reducing hours without loss of pay the article says: "Costs involved indicated that reduction in the length of the work week will come slowly in most industries and in some cases may be planned over a period of several years."

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## **Four-Day Week Attainable But Must Come Gradually**

"As a long-term goal, achieved through gradual reduction of working hours, the four-day week is attainable... Above all else, though, we can say with certainty that we must come to the four-day week gradually," This quotation from an article, "The 4-Day Week?", by Carroll W. Boyce, published in *Factory Management and Maintenance* for November, conveys the main tenor of the view expressed in the article.

The four-day week, Mr. Carroll says, can come in any one of three ways: as a result of a nation-wide economic collapse and depression; by legislation; or by freely-arrived-at collective bargaining agreements.

It was in the first of these ways that the five-day week came, the writer says.



"Another depression might bring another spate of 'share-the-work' (really share-the-poverty) plans. This way would help nobody and hurt everybody."

If the short week came in the second way (by legislation) it "might help some people—but would surely hurt many. Besides, it carries the grave risk that rampant inflation can easily become great depression," he continues. "Thus, slow but determined progress... is the only sure as well as safe road."

The article refers briefly to the five-day week as "an 'invention' of management in the early days of the great depression of the 1930's" and tells how "at a time when prices were dropping and production schedules had to be cut, a reduction to a five-day week without a cut in hourly wages seemed (to many) like a fairly painless way out of a difficult situation." It goes on to describe the limited role which legislation might play in producing continuous pressure for a gradual reduction of working hours.

"But," the writer continues, "the real hooker in making a gradual reduction in working hours (even under 'favourable' legislation) would come in bargaining." The main obstacle to any rapid approach of the four-day week, he points out, is the increase in production costs which it would entail; and he argues that the short week would become feasible only as productivity due to improved methods and machines made it possible to choose between more buying power and more leisure. The rate of this increase in productivity would determine how soon the four-day week would become practicable.

Though cost would be the main obstacle, according to the article, a number of practical difficulties involved in working only four days a week are also discussed. They include: staggering of work weeks for different workers in the same plant, and sometimes between different industries; probable necessity for increased shift work; increased cost of overtime for both production and maintenance work on weekends; possible need to provide a double shift of supervisory persons; some legal barriers to certain re-arrangements of hours; the longer weekend would increase the present weekend overload for certain establishments and services; probable increase in the number of workers trying to hold two jobs at the same time (already a cause of inefficiency even with the five-day week); high cost of leisure (persons on holiday spend a great deal of money).

The article is concerned only with the practicability of the four-day week, and expresses no opinion as to its desirability,

economically or otherwise. However, at the end of the article there are a number of brief statements in which leaders in industry and trade unionism give their views on various aspects of the question.

## **Labour Income Reaches New Peak in September**

Canadian labour income reached a new peak in the first nine months of 1956, the Dominion Bureau of Statistics has reported, increasing 11 per cent from \$9,434,000,000 in the January-September period in 1955 to \$10,491,000,000.

The September total was at a new high, also. The month's total in 1956 was \$1,261,000,000, up 2 per cent from the \$1,236,000,000 in August 1956 and up 12 per cent from \$1,123,000,000 in September 1955.

All industrial groups registered gains, both in the month and in the nine-month period.

## **Housing Completions Up, Starts Down in October**

Completions of new dwelling units rose in October, continuing the upward trend that began nine months earlier, but starts declined for the sixth consecutive month.

Because of more completions and fewer starts, the number of units in various stages of construction at October 31 also registered a drop.

Completions in October numbered 18,540, up from 17,365 a year earlier. January-October completions were up to 109,160 from 101,619. October starts fell to 11,751 from 18,491, making the ten-month total 115,188, substantially lower than the 121,118 in the same period of 1955. Under construction at month-end were 83,424, compared with 88,842.

## **Maritime Personnel Assn. Holds Annual Meeting**

John A. Hebb, personnel manager, Canadian Gypsum Co., Ltd., Windsor, N.S., was elected president of the Maritime Personnel Association at the group's annual meeting in Halifax, December 11. He succeeds Gordon W. Myers, Simpsons-Sears Limited, Halifax.

Others elected were: D. C. Macneill, general manager, Maritime Medical Care Inc., Halifax, first vice-president; W. H. Tidmarsh, assistant personnel manager, Mersey Paper Co. Ltd., Liverpool, N.S., second vice-president; H. E. Nickerson, National Harbours Board, Halifax, treasurer; and John I. McVittie, Dalhousie Institute of Public Affairs, secretary.

# The Logging Industry in Canada

The output of logging and secondary wood processing industries today accounts for about 14 per cent of the net value of Canadian commodity production. Industry has undergone revolutionary postwar development

Felling trees and sawing logs were among the earliest, if not the first, commercial activities carried on by the original European settlers of Canada. Since then, logging and the secondary wood processing industries have become basic segments of the Canadian economy. Today, the output of these industries together accounts for about 14 per cent of the net value of commodity production in Canada. The net value of logging output alone was \$635 million in 1953, the latest year for which such data are available, or nearly 5 per cent of all commodity production.

During the postwar decade, the logging industry passed through an almost revolutionary phase of development. Rapidly increasing mechanization, improved logging techniques, more year-round operations, more permanent forest workers, substantially improved living and working conditions, higher earnings and increased unionization have been among the most important changes. While marked seasonal and cyclical variations continued to characterize activity in this industry, the seasonal pattern of employment changed in several respects.

## Labour Demand and Supply

Labour supplies in Canada increased rapidly in the years immediately following the war as men from the Armed Services and war industries became available for civilian work. As a result, the logging industry was able to meet its requirements for workers to a much greater extent than formerly and employment rose sharply, reaching an all-time record in 1947. In the following year, demand for lumber and pulp and paper products eased and the logging labour force began to decrease. The downward trend continued throughout 1949.

Early in 1950 employment picked up again, stimulated by heavy domestic and external demand for lumber products and by low inventories. By 1951, a level was reached which was exceeded only by the 1947 record. The general buoyancy of the Canadian economy at that time, and in particular the upsurge in construction activity, resulted in strong competition for available labour supplies.

By 1952, the trend turned downwards once again, for log inventories were high and the demand for certain forest products less buoyant. This, together with increasing mechanization of logging operations and the lengthening of the cutting season, led to a decline in logging employment. Labour surpluses appeared during 1952 and 1953, although shortages of certain skilled occupations still occurred during peak periods.

Since late 1954, logging employment has again been showing gradual year-to-year increases, with shortages of loggers developing in certain areas after the second half of 1955. Table I, giving the index of employment in forestry from 1946 to 1956, indicates the trend of logging employment and its seasonal variations during the past ten years. Chart I shows employment trends and seasonal variations in the major logging areas of Canada.

It is difficult to make accurate estimates of the actual size of the labour force engaged in logging operations in Canada, since much of the work is carried on in remote areas, often by small crews or by individual operators. Wide seasonal variations in employment and relatively high labour turnover in this industry also add to the difficulty of estimating employment at any given time. However, according to the DBS labour force sample survey, logging employment in Canada reached almost 160,000 during the peak period in the winter of 1955-1956. Most of these were paid workers, although the proportion of paid workers and own-account workers showed wide variations in the course of the cutting season. It has been estimated that the number of paid workers varied from 66 to 86 per cent of the total logging labour force during 1955.

Two-fifths of the paid logging workers in Canada were in Quebec, slightly more than one-fifth in the Atlantic region, and less than one-fifth in Ontario and British Columbia respectively. Some logging was also carried on in the northern Prairie region. It is noteworthy that logging employment in Ontario has been declining during the past few years, partly because of increased mechanization, and partly because of the trend towards year-round operations.



The main source of labour supply for the logging industry is in rural areas. It is estimated that about half of the workers in paid logging employment are farmers or farmers' sons; the rest are permanent loggers and casual employees who find employment in the woods during the slack periods in their usual activities (*e.g.*, fishing, mining and construction). The great majority of self-employed loggers, largely in eastern Canada, are farmers who operate woodlots of their own.

Usually only a small proportion of loggers are recent immigrants. During 1947-48 and 1951-52, however, when demand for labour was heavy, sizeable group movements of immigrant loggers were organized by the federal Government to augment the supply of workers for the forestry industry. About 7,000 logging workers were brought to Canada in group movements during these periods. In addition, more than 5,000 loggers immigrated to Canada more or less on their own between 1946 and 1955, bringing the total number of immigrant loggers during the postwar decade to more than 12,000.

At the same time, Canada has regularly supplied woodworkers from her border region to neighbouring areas in the United States. Up to a maximum quota of 9,900 men, several thousand Canadians are engaged each year for short or long periods in logging operations in the northern New England states. At the completion of their work, they return to Canada. These movements both relieve shortages of woods labour in such areas and provide substantial supplementary income for a considerable number of Canadian loggers.

### Changing Patterns of Employment

Logging operations and employment patterns differ widely in the two main logging regions of Canada—British Columbia, and Canada east of the Great Lakes. The timber stands, the types of logging, the seasonal pattern of employment, the occupational structure of the working force, and labour turnover are quite distinct in each. The major characteristics of logging operations and recent developments in both regions are described below.

#### Eastern Canada

More than four-fifths of logging employment in Canada is east of the Great Lakes. The trees in this region are mainly coniferous; they are used primarily for pulpwood production but also for logs and bolts, posts and poles, mining timber, fuelwood and various other lumber products.

The labour force consists mainly of farmers and farm workers in their off season. While most of them work in logging as paid employees, a very considerable proportion work on their own account and sell their products mainly to pulp and paper companies.

Operations in Eastern Canada are highly seasonal, the most active cutting season coming in the late fall and early winter and employment rising rapidly from August to reach a peak in October and November. The logs are then hauled to the lakes and rivers. When the ice breaks up in the spring, the logs are floated to the mills in river drives. Employment reaches its trough during the spring break-up period, in March and April, and then rises again during the river drives.

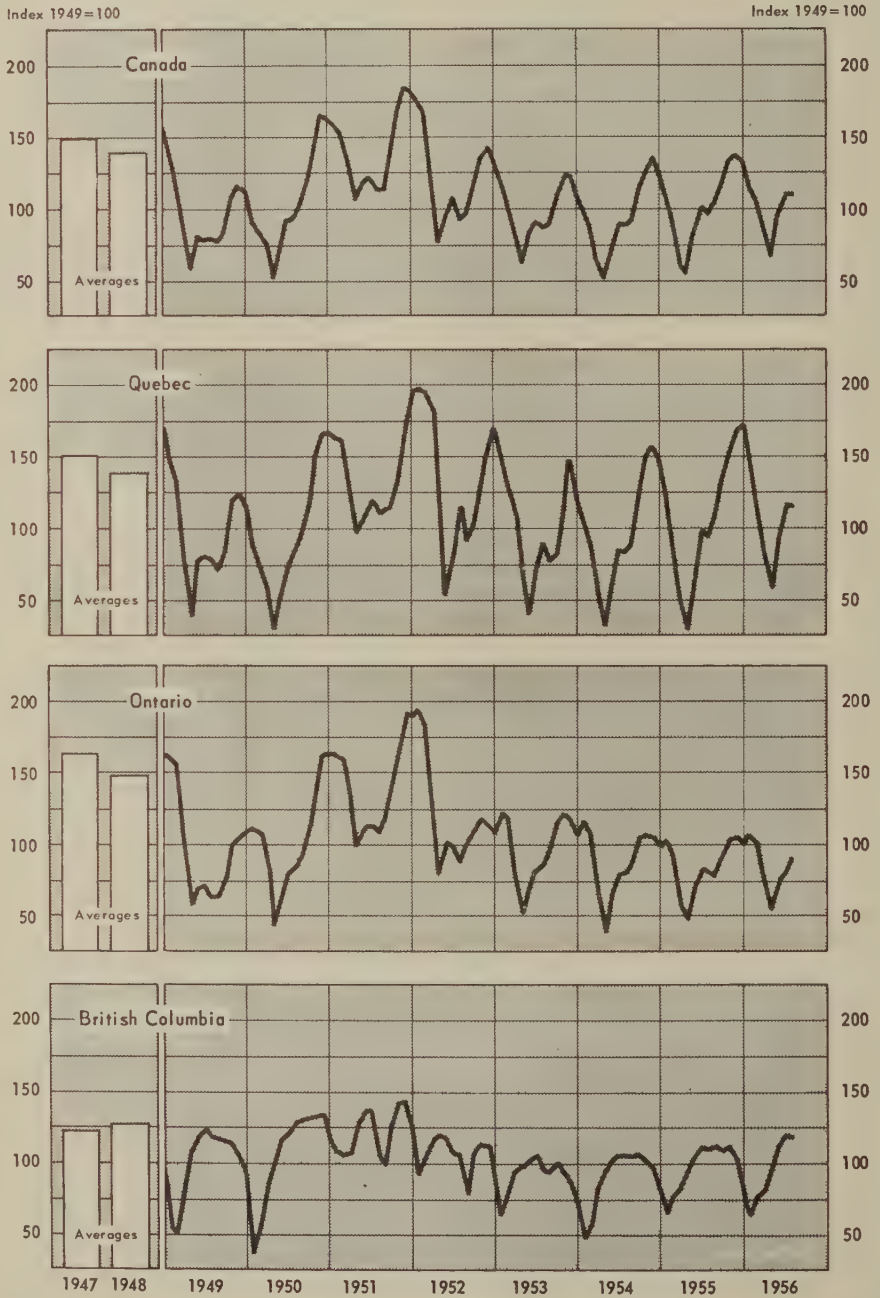
**TABLE I.—INDEX OF EMPLOYMENT IN FORESTRY (CHIEFLY LOGGING), 1946-1956**

	1946	1947	1948	1949	1950	1951	1952	1953	1954	1955	1956
January.....	166.6	179.4	199.7	154.8	113.2	161.1	181.5	129.5	108.2	122.2	134.4
February.....	166.2	181.8	189.4	133.2	90.8	156.3	173.6	115.7	97.7	106.6	115.6
March.....	164.3	182.9	178.7	124.3	85.1	153.6	167.8	103.8	90.4	92.5	109.5
April.....	146.9	160.2	131.5	87.3	75.3	130.9	126.1	77.8	69.5	68.3	84.2
May.....	108.3	116.9	81.1	59.6	50.4	105.7	77.5	61.0	50.8	54.0	66.6
June.....	93.8	116.1	105.1	83.7	73.2	118.7	98.6	83.7	77.2	81.5	95.2
July.....	95.3	116.9	109.1	78.4	92.6	124.4	93.9	93.6	90.6	101.3	112.2
August.....	91.3	119.1	107.8	79.1	94.0	113.6	77.0	86.7	90.4	98.3	112.8
September.....	93.6	117.2	106.0	76.3	101.9	114.4	95.1	88.3	93.1	104.5	.....
October.....	117.0	138.5	128.9	84.8	121.7	135.1	116.4	110.7	115.3	119.7	.....
November.....	144.5	170.8	154.8	108.6	147.1	165.1	136.2	125.1	127.3	133.8	.....
December.....	171.3	195.1	169.0	116.9	164.1	184.6	142.6	124.6	130.9	139.5	.....
Average.....	129.9	149.6	138.4	100.0	100.8	138.6	123.9	100.0	95.1	101.8	.....

SOURCE: Employment and Payrolls, DBS.

Chart 1

# INDEXES OF EMPLOYMENT IN FORESTRY (Chiefly logging)

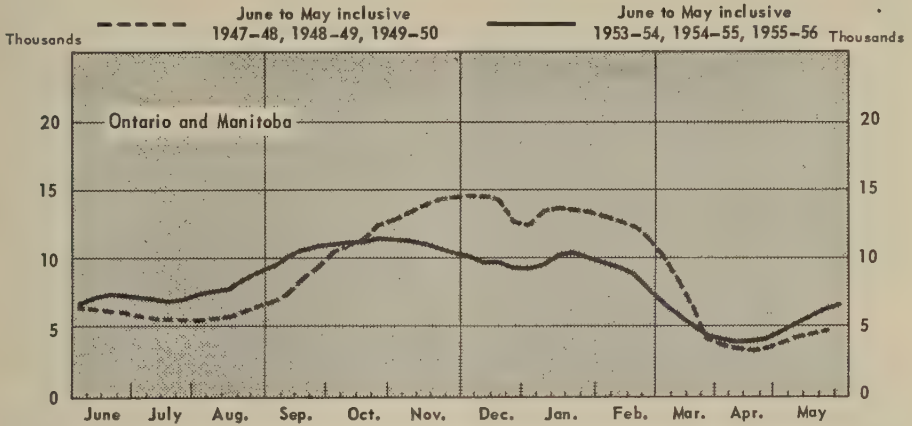


Source: Employment and Payrolls, DBS.



Chart 2  
SEASONAL VARIATIONS IN EMPLOYMENT  
PULPWOOD LOGGING

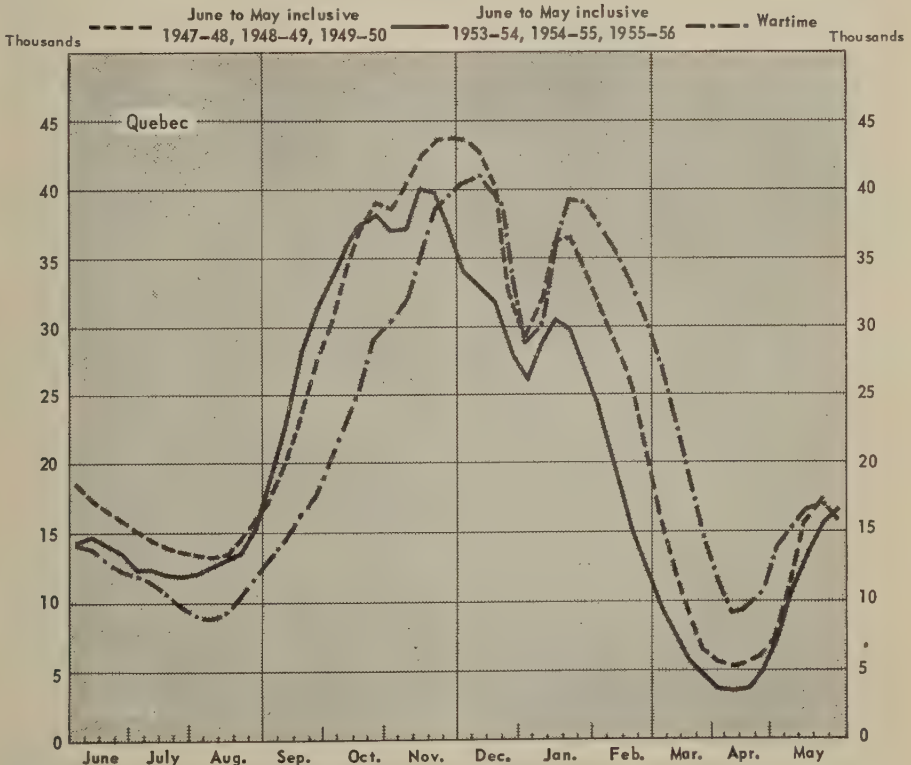
Three-year averages of daily average employment



Source: Canadian Pulp and Paper Association

Chart 3  
SEASONAL VARIATIONS IN EMPLOYMENT  
PULPWOOD LOGGING

Three-year averages of daily average employment



Source: Canadian Pulp and Paper Association

Until recently, summer work was more or less limited to the river drives, and hauling and maintenance work, except in areas that were inaccessible during winter months. Woods work in the summer was made more difficult by hot weather and black flies, and by the problems of transporting wood over swamps and recruiting labour in competition with other seasonal industries. Many of these difficulties still exist but advancement in transportation techniques, rapid mechanization, and efforts by employers to build up a more efficient and permanent logging labour force have led to more summer cutting during the past five years or so.

While the relatively inexpensive system of river driving will remain the general practice for long-distance transportation for years to come, tractor hauling, truck transportation, the introduction of wire cables for skidding and the development of better roadbuilding techniques are making operations more independent of snow conditions previously necessary for hauling.

One of the most spectacular developments in the mechanization of logging during the past five years was the large-scale adoption of the power saw for felling and bucking. In 1949-1950, less than 1 per cent of the total pulpwood cut east of the Rocky Mountains was done with power saws. By 1954-55, power saws were used to cut well over 50 per cent of all pulpwood. Some companies now cut 80-90 per cent of their wood in this way.

The widespread acceptance of the power saw and the increasing importance of mechanical equipment for hauling, yarding, loading and barking have resulted in increased production and higher earnings per man-day. While no precise trends in productivity are discernible from data available on logging employment and output during the 1930's and 1940's, it is clear that during the past five years or so output per man-day has increased. A similar trend seems to have occurred on farm woodlots, for a parallel process of mechanization has taken place there with the farmer using some of the same tools for cutting pulp wood as are used by logging firms.

Partly as a result of these developments, the annual logging cycle during the past few years has begun more than a month earlier than formerly, reaching its peak, as mentioned above, in October-November. There is now more summer cutting, but since all requirements cannot be met in the summer and since much of the hauling is still done in the winter, the periods of operation have grown longer. Chart II shows that in Ontario (and Manitoba) the

number of loggers employed declines sharply during the latter part of March and all of April, then increases gradually to a peak in October and November. Fluctuations in the number of workers employed throughout the whole year have decreased very markedly, except during the spring break-up. Chart III shows that the trends towards an earlier cutting season and an earlier peak are also evident in Quebec, particularly compared with the wartime employment pattern. The changes in the amplitude of seasonal variations are, however, not as marked or distinct as in Ontario. New Brunswick has shown changes similar to those in Ontario, with a resultant low degree of seasonal variation, apart from the spring break-up. Logging employment in Newfoundland is different from the other provinces: it has several peaks and troughs in the course of the year.

The fact that logging in Eastern Canada has had a seasonal pattern running counter to that of most other industries and the fact that it is carried on over a large section of the country have given logging an importance out of proportion to the numbers involved in its labour force. This industry has been counted on to absorb many of the seasonally unemployed during the winter months. The reduction of seasonal employment variations and the advancement of the winter peak employment period in logging may therefore reduce this alternative employment opportunity for a large group of workers unless seasonal variations are reduced simultaneously in all industries, including agriculture and fishing.

Recent developments in logging, apart from their effects on the seasonal pattern, have also affected both the average length of stay of the workers in the woods per logging season and the labour turnover rate. This is particularly evident in Ontario, where the average length of stay in forest work in the 1951-52 season was 54 days, compared with 79 days in 1955-56. Turnover declined in line with duration of stay. No similar trends can be detected in the other areas of Eastern Canada at the present time. The average number of days per calendar year per man is slightly less than it was during the 40's, although the length of operation has been expanding. In the Province of Quebec it was about 41 days in 1955. The reason for this seems to be that the numbers of short-term workers are proportionately so great that they more than counteract an increasing number of longer-term workers. High turnover of labour within the operating season still remains a concern to the industry.



## British Columbia

Logging in British Columbia, which employs less than one-fifth of all forest workers in Canada, is carried on throughout most of the year.

Summer and fall are the periods of highest employment. From 1947 to 1951 the seasonal employment peak was reached about October 1. In 1951 and 1952 the seasonal pattern was not as clear, mainly because of forest fires and industrial disputes, but during the 1953-1955 period, employment was at peak levels from about July to November.

The slack period is in the winter months, when snow hampers highly mechanized operations. Camps in some of the interior areas are forced to restrict work in the spring, when road conditions, following thaws, make trucking difficult. In dry and hot years, fire hazard during the summer months is likely to cause work stoppages.

Logging operations in coastal British Columbia, where trees are on the whole larger than in Eastern Canada, are much less seasonal, mainly because of favourable weather conditions and the almost complete mechanization of cutting and transporting operations. These operations have been mechanized to a great extent for at least three decades, in contrast to the system in Eastern Canada.

The chief product is lumber, although the postwar trend towards more diversified processing has promoted the rapid expansion of the pulp and paper industry. Nevertheless, lumber production is still setting the pattern for British Columbia logging employment.

The labour force consists mainly of local, permanent loggers, a large proportion of whom are highly skilled. This source of labour is supplemented by immigrants, farmers and recruits from other provinces. There is also a definite movement of workers each spring from mining to logging and some fishermen log in the off season. Labour turnover is considerably less than in Eastern Canada, although it is relatively high compared with many other industries.

One of the most important developments affecting logging employment in British Columbia has been the rapid growth of the industry in interior areas. While in 1945 logging in the interior of British Columbia accounted for less than one-fifth of the province's total cut, in 1955 it produced more than one-third, and is still rapidly increasing.

Coastal logging is approaching the capacity permissible under the sustained yield management policy of the provincial government. In interior British Columbia,

on the other hand, available resources still allow for expansion to levels which, it has been estimated, would more than double coastal logging. Logging employment in the province's interior, therefore, is rapidly expanding.

One of the effects of this shift in employment is a probable increase in the seasonal variations of employment, although this trend is not yet evident from statistical data. Mainly because of weather and ground conditions, logging in the interior of British Columbia differs from coastal logging and has seasonal patterns and characteristics more similar to logging in Eastern Canada.

## Living and Working Conditions

In general, living conditions in the logging camps of Eastern Canada now bear little resemblance to those of a few years ago. Many companies provide accommodation for two to four men to a room, although there are still many camps where the bunkhouse accommodates 50 to 80 men. Most camps, many of which are now portable, are supplied with electric light, running water, showers and indoor toilets. There is a growing interest in establishing forest communities and experimental forest villages based on year-round and continuous operation. These experiments are proving successful.

Cook training and compulsory menus are also common among larger operators. A survey of 150 camp kitchens made in 1951-1952 for the Canadian Pulp and Paper Association showed that the caloric value of the food consumed by a woods worker varied from 5,000 to more than 9,000 calories per man per day, with an average consumption of 6,900 calories. According to estimates of the Department of National Health and Welfare, the average requirement in very heavy work is between 5,000 and 6,000 calories, depending on the individual, the type of work he is doing and the length of his working day. The average per capita consumption of the whole Canadian population is just over 3,000 calories per day.

Living conditions in British Columbia have also greatly improved over those of a few years ago. On the Coast, most employers have given up logging camps. The loggers live in towns and are taken out to the logging operations in company trucks. Where isolated operations exist, an effort is made to build up logging communities with the workers accommodated in houses. In some areas, bunkhouses are still used but they are modern, with showers and two men to a room.

Working conditions in the Canadian logging industry have also shown great improvement over the past. Standard hours\* per week have decreased, although regional differences continue to exist. In Newfoundland 60 hours per week were worked in 1955. In Nova Scotia the range was between 54 and 60 hours, most establishments reporting 54. In New Brunswick the 54-hour week was predominant. In Quebec, most establishments reported a 60-hour week. In Ontario, 48 hours per week were predominant. The practice in British Columbia coastal areas was 40 hours per week. In the interior the general practice was 44 hours per week until 1955, when the northern interior reduced standard hours per week to 40.

Wage rates and earnings in the logging industry have increased rapidly during the postwar period. From 1947 to 1955 wage rates rose by more than 50 per cent and average weekly earnings by about 70 per cent. Since consumer prices in 1955 were, on the average, only about 35 per cent higher than in 1947, the actual increases in wage rates and earnings represented very substantial real gains.

Other important developments in working conditions were increases in the number

of paid statutory holidays per year and in the length of vacations. Unemployment insurance coverage was extended to loggers in British Columbia in 1945 and to those in Eastern Canada in 1950. The duration and benefit rates of unemployment insurance have also been increased.†

Important advances have been made in safety measures and in the development and use of protective equipment, such as protective footwear and non-slip plastic gloves and mitts. For example, in 1955, more than 30,000 hard hats were sold to woodworkers in Quebec and Ontario alone. Industrial accident data also suggest that the decrease in labour turnover and the increase in the number of permanent and experienced workers have tended to reduce the number of accidents.

Trade union membership in the logging industry has also been increasing steadily, from 24,000 in 1949 (the earliest date for which comparable figures are available) to 34,000 in 1950 and to 46,000 in 1954. Workers covered by collective agreements in 1948 totalled 10,000 but rose to about 60,000 by 1954. During the postwar period, major strikes occurred only in 1946 and in 1952, mainly in the coastal areas of British Columbia.

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## 14<sup>th</sup> Annual Federal-Provincial Farm Labour Conference

Greater difficulty reported in obtaining farm labour during 1956 than at any time since war's end and situation seen likely to be equally difficult this year. However, 1956 crops were successfully harvested

Farm labour was harder to get during 1956 than at any time since the end of the Second World War, delegates attending the 14th annual Federal-Provincial Farm Labour Conference agreed. Most believed that the situation in 1957 would continue difficult.

It was noted, however, that due to close co-operation between government agencies and officials, and other interested parties, 1956 crops were successfully harvested in spite of the difficulty in getting farm labour.

Particular commendation went to the Department of Indian Affairs for arranging

for a greater number of its charges to participate in farm work, and tribute was paid by delegates from the western provinces to the Indians for their good work in various fields.

Walter Dawson, Director of the Special Services Branch, Department of Labour, acted as chairman of the conference, held in Ottawa December 5, 6 and 7. Among the delegates were representatives from federal and provincial governments, and observers from the United Kingdom, United States, Germany, The Netherlands, Italy, the International Labour Organization, the

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\*"Standard hours" are the number of hours of work per week after which the employees of an establishment are considered to be working over-time.

†Since January 1, 1956, forestry workers engaged in maintenance as well as protective work, a total of 6,000 to 10,000 persons, have also been brought under unemployment insurance coverage.



Canadian Federation of Agriculture, Canadian National Railways and other interested organizations.

Hon. Milton F. Gregg, Minister of Labour, and Arthur H. Brown, Deputy Minister of Labour, spoke to the delegates during the first day's session.

Mr. Gregg thanked the delegates for the excellent work and co-operation their various agencies had shown during 1956, and assured them that the federal Government would continue to assist the farm-labour program in every way possible.

Mr. Gregg also told the delegates that they could always depend on his "whole-hearted personal support, in addition to that of the Department as a whole".

Concluding, the Minister said that in 1957 the Government hoped to get some help for Canadian farmers from countries in Europe now "under the heel of the tyrant".

Mr. Brown outlined the difficulties of getting agricultural labour during 1956, explaining that it was the result of the high employment level throughout industry and other projects all across Canada.

He stated that only good planning and co-operation between federal and provincial officials, and good harvesting weather, had enabled the acute farm labour situation to be met. He expressed the opinion that another tight labour situation was indicated for 1957, and noted "with satisfaction" that working and living conditions in agriculture were to be considered at the conference. This subject was most important, he believed, as agricultural working conditions had to continue to improve to meet competition for labour from other industries.

Walter Duffett, Director of the Economics and Research Branch, Department of Labour, said that shortages of manpower had been more marked in 1956 than in any year since the build-up following the Korean War. He stated that from the middle of 1955 to the middle of 1956 some 60,000 workers had forsaken farm work to go into other industries. This action, he explained, was the primary cause of the acute shortage of farm labour during 1956. He felt that the over-all manpower situation in 1957 was likely to be similar to that of 1956.

Dr. H. H. Hannam, President of the Canadian Federation of Agriculture, stated that the farm labour situation in 1957 was likely to be serious, and urged that the situation be met by movements of farm labour available, immigration and better utilization of local labour.

C. E. S. Smith, Director of the Immigration Branch of the Department of Citizenship and Immigration, told the meeting that efforts to recruit farm labour in Europe during 1956 had been somewhat disappointing. However, he pointed out, small groups of farm workers still were located in refugee camps in Italy, Austria and Germany. He hoped that some of these can be brought to Canada in 1957, and also that the flow of workers from Holland, France and Belgium can be increased.

Delegates were eager to know what help could be received as a result of the influx of Hungarian refugees. They were informed that it was hoped some farm workers would be among them, but it was pointed out that many of those arriving in Canada were from the industrial city of Budapest. Efforts would be made to place some of these on farms, but they would not be experienced farm labour.

Considerable discussion took place concerning working and living conditions in the Canadian agricultural industry. The discussion covered wages, hours of work, housing, workmen's compensation and unemployment insurance.

Some delegates thought that the movement of farm workers into industry might be slowed down to some extent if they were covered by workmen's compensation. A survey had shown that in 1955, only some 7,602 farm workers in Canada out of a total labour force of 800,000 were covered by workmen's compensation, and of this number, 6,900 were in the province of Ontario.

It was also suggested that efforts be made to meet the expected heavy demand for farm labour in 1957 through development of plans for the greater use of local labour supplies, such as students and housewives, better utilization of the existing farm labour force, increased mechanization, increased immigration of experienced help and inter- and intra-provincial movements of seasonal farm help.

During the sessions tribute was paid to J. A. Carroll of the Ontario Department of Agriculture, who retired from his post during the year and was not present at the 1956 conference. He had been a familiar figure at previous conferences.

## Provincial Agricultural Representatives

*Prince Edward Island*—S. C. Wright, Deputy Minister of Agriculture, Prince Edward Island, said his province experienced difficulty in getting help to harvest the 1956 potato and strawberry crops to a greater degree than usual. It was found

that each year the situation becomes a little worse. He thought the reason was that young people are leaving the farms in greater numbers to go into industry, where they work shorter hours for bigger pay.

*Nova Scotia*—S. E. Lewis, Director of Farm Labour for Nova Scotia, said the supply of farm labour during the 1956 season was practically non-existent. This applied to native as well as immigrant sources. It was the most difficult year since the end of the Second World War. He found that persons who normally stayed on farms were going into industry where, in addition to higher salaries and shorter working hours, they enjoy the benefits of workmen's compensation, medical care, unemployment insurance, pensions, etc. He noted that during the year some 50 Portuguese workers had been employed by farmers, but these did not prove very satisfactory, many leaving their employers after two or three weeks of work.

*New Brunswick*—H. F. Stairs, New Brunswick Director of Farm Labour, found only moderate demands for agriculture workers during the year but very high demands in all other industries, including mining, forestry, construction, etc. Farm help was hard to get and, he suggested, would probably be harder to get in 1957. He noted that farm income in the province was not keeping pace with that in other industries, and he could not see indications of any improvement in the immediate future.

*Quebec*—Alex J. Rioux, Director of Farm Labour in Quebec, found 1956 a most difficult year for farm labour. Industry and construction were major competitors for the available labour force of the province, and usually won out over the farmer. He noted that many farm workers went to the United States at peak seasons, and that farmers felt that some restrictive measures might be employed in an effort to curtail this movement. Many groups were canvassed for labourers, including prisons, correctional schools, and Indian reservations. He urged that a conference be held to see if more labour could be obtained from more sources to fill the future demands, which promise to be increasingly heavy.

*Ontario*—J. A. Graner, Chairman of the Ontario Federal-Provincial Farm Labour Committee, found the farm labour shortage the most acute since Second World War days. In some specialized farm fields, farmers had never before experienced such

difficulty in getting help as they did in 1956. Immigration sources proved disappointing. More students than usual were used in agriculture in an effort to offset the farm labour shortage.

*Manitoba*—H. R. Richardson, Manitoba Director of Farm Labour, noted that there was no definite shortage of farm labour during the spring season, but this resulted from weather. A very severe storm extending from Elkhorn, Sask., to Pilot Mound and Mowbray ruined a crop with a potential of an estimated \$20,000,000.

At one point during the season it was feared that help would not be available to harvest the sugar beet crop. But, thanks to the good work of the National Employment Service offices at Portage la Prairie and Winnipeg, assisted most materially by the Department of Indian Affairs, a sufficient number of satisfactory workers was recruited from reservations to meet the needs of the growers.

*Saskatchewan*—L. J. Hutchison, Director of Farm Labour, Saskatchewan, reported that an acute shortage of harvesters was experienced, due to the following combination of factors: (1) Fewer prairie farm workers were available; (2) There were fewer eastern harvesters available; (3) The oil fields and other industry took the prairie labour usually available; (4) Farm workers do not enjoy such benefits as unemployment insurance; and (5) Farmers cannot compete against the wage scale paid to workers in the oil fields and industry.

*Alberta*—F. H. Newcombe, Director of Farm Labour, Alberta, advised that farmers in his province worked harder and put in longer hours during the year to get off their crops, due to the shortage of help, which is constantly being drained off the farms by other branches of the Canadian economy. He noted that this was in spite of the fact that during the harvesting season wages for farm help were very high, some farmers paying as much as \$10 per day, and some giving \$1 and \$1.50 an hour.

To get the sugar beet crop harvested, the search for labour was extended farther than usual—into the province of Saskatchewan and the Indian reservations. Some 400 workers were gained in this search and they proved satisfactory.

*British Columbia*—G. L. Landon, British Columbia Director of Farm Labour, stated that the farm labour situation in his province was becoming progressively worse. Like his colleagues, he attributed the trend



to the requirements of industry, where higher pay and greater benefits can be obtained than on farms.

### Regional NES Reports

Detailed reports on the placement and movement of farm labour during 1956

were given to the conference by officers of the National Employment Service. The speakers were: C. M. Belyea, Atlantic Region, Moncton, N.B.; G. J. Primeau, Quebec Region, Montreal; W. Davison, Ontario Region, Toronto; F. C. Hitchcock, Prairie Region, Winnipeg; and B. G. White, Pacific Region, Vancouver.

## 5<sup>th</sup> Annual Fair Practices and Human Rights Education Conference

Progress in anti-discrimination campaign described, state of anti-discrimination legislation outlined and Labour's goals in regard to human rights discussed. Enactment of Bill of Rights strongly urged

Recent progress in the campaign against racial and religious discrimination was described by speakers at the 5th Annual Fair Practices and Human Rights Education Conference held in Hamilton early in December. Other speakers at the conference outlined the present state of legislation against such discrimination, and workshop groups discussed fundamental trade union goals in regard to human rights.

The meetings were arranged by the Fair Employment Practices Committee of the Ontario Federation of Labour and the Education Department of the Canadian Labour Congress. The Toronto and Windsor Joint Labour Committees for Human Rights also helped to organize the conference.

This 5th Annual Conference was the first since the merger of the TLC and the CCL, and the first time that a CLC department was a co-sponsor. In former years the meetings were conducted under the auspices of the Ontario Federation of Labour only.

Speakers included Larry Sefton, Director, Region 6, United Steelworkers; James Turner, Director, Fair Practices Department, United Rubber Workers; Kalmen Kaplansky, Director, Jewish Labour Committee of Canada; Reg Gisborn, Ontario MPP and United Steelworkers Staff Representative; B. H. Hardie, Industrial Relations Officer, federal Department of Labour; G. L. Greenaway, Ontario Department of Labour; J. F. Nutland, Officer, Ontario Fair Accommodation Practices Act; and Andrew Brewin, QC.

### Larry Sefton

Labour's campaign for human rights was as important as collective bargaining activities, the United Steelworkers' District 6 Director told the delegates. "In the present world situation, with people in many parts of the world attempting to establish their status as human beings with adequate living standards and freedom to develop according to their individual abilities, it is important that the western democracies set an example of a society in which these aims can be achieved," he asserted.

He announced that the Steelworkers International Executive Board had recently decided on the production of a documentary film on the questions of discrimination, prejudice and human rights in present-day society. The object of producing this film for showing to labour and other groups, he said, was to develop a code of behaviour in regard to fair practices.

### Kalmen Kaplansky

As evidence of the success of Labour's fight for legislation safeguarding human rights in Canada, the Director of the Jewish Labour Committee of Canada and Associate Secretary of the Standing Committee on Human Rights of the CLC pointed out that six provinces now have fair employment practices laws: Nova Scotia (1955), New Brunswick (1956), Ontario (1951), Manitoba (1953), Saskatchewan (1956), and British Columbia (1956). This, he said, was in addition to the federal Fair Employment Practices Act passed in 1953.

He mentioned that two provinces, Ontario (1954) and Saskatchewan (1956), have also passed laws forbidding discrimination in regard to public accommodation. Only four provinces—Quebec, Alberta, Prince Edward Island, and Newfoundland—have failed to pass any laws against discrimination, he remarked.

Notwithstanding Labour's success, much remains to be done, he pointed out, citing as an example of this the experience of the Toronto Human Rights Committee when it recently conducted a research project to test the effectiveness of the present Ontario law.

In this project, a qualified person had applied for office work both through private and government agencies and direct to private firms. Forty establishments had been visited in the course of a week, and in three out of four placement agencies the applicant was told that it was the usual practice to inform the employer of the race and religion of the applicant. One agency staff member said that she "made it a point to volunteer information about a person's race or religion to the employer". A member of the staff of another agency said that employers were always told beforehand about race or religion "to save embarrassment" for the girls. Sometimes race or religion were mentioned by the employer in his statement of the requirements of the job.

Such practices, Mr. Kaplansky said, certainly violate "the intent and spirit of fair employment practices legislation, if not the actual letter of the law," yet they were probably normal even in those provinces which have such laws.

The same investigation, he went on to say, showed that five out of sixteen insurance companies, two out of four head offices of banks, and three out of thirteen offices of business firms used employment application forms which contained questions deemed illegal under provincial and federal Fair Employment Practices Acts.

If a test project involving only one person and lasting only a week showed that 25 per cent of the firms studied were violating our fair practices laws, it showed, Mr. Kaplansky said, that action was needed not only to enforce the law but also to acquaint the public with the principles and philosophy underlying the law. "In the final analysis it is the people themselves who must see that the rights of all Canadians are to be effectively safeguarded and legislation protecting these rights effectively enforced," Mr. Kaplansky concluded.

## B. H. Hardie

In an address on "Anti-Discrimination Laws in Operation" Mr. Hardie pointed out that discrimination in employment was dealt with in three federal legislative measures: one in the Unemployment Insurance Act which was designed to prevent discrimination by the National Employment Service in referring job applicants to employers, an Order in Council which required a non-discrimination clause in all government contracts, and the Canada Fair Employment Practices Act. He then went on to outline the provisions of this Act.

Before the Act came into force, the federal Department of Labour, Mr. Hardie said, had been aware that many application forms in use violated the provisions which were to be incorporated in the Act, although in most cases such questions were not asked with any intention of discriminating. With this fact in mind a memorandum entitled "The Status of Employment Practices Act" had been prepared and sent to all employers under federal jurisdiction. This in many cases had had the desired effect of causing employers to amend their forms accordingly, and had thus reduced the problem of discrimination in employment.

The number of formal complaints under the Act, the speaker pointed out, had been comparatively small. Most of them complained of discrimination in employment because of colour, some alleged that application forms contained discriminatory questions, and the rest alleged discrimination because of race or national origin. Out of the 19 complaints made so far, 17 had been settled either by conciliation officers or by correspondence, one had lapsed and one was under investigation. So far it had not been necessary to go beyond the persuasive or conciliation stage in settling the complaints, Mr. Hardie said.

The speaker went on to outline the publicity measures which the Department had taken in support of the Act. These measures included radio talks and plays, the distribution of posters, pamphlets and booklets, advertisements in foreign language newspapers, and the distribution of films through the National Film Board.

## J. F. Nutland

Although the number of official complaints received under the Ontario Fair Accommodation Practices Act of 1954 had not been large, they had required careful analysis, Mr. Nutland said. In most cases the proprietors of establishments complained of, he stated, had co-operated with



the Department of Labour in expressing their regrets if the complaints had proved to be justified.

He said that since the Act first came into force up to October 31, 1956, out of a total of 34 complaints received, 27 complained of refusal of service, accommodation or facilities because of colour, and seven because of race. The types of establishments complained of had included four apartment houses, six taverns, one trailer camp, three summer resorts, three barber shops, one dance hall and two restaurants.

In the most recent complaint against an apartment house a commission appointed to decide the complaint had ruled that an apartment house was not ordinarily open to the public, and consequently did not come within the scope of the Act, the speaker said.

He remarked that two differing decisions had been given in the Appeal Court on prosecutions under the Act, one decision being that the prosecution had failed to establish beyond all reasonable doubt that there had been discrimination because of colour, and the other holding that as there had been no other apparent ground for refusal it was on the obvious ground of colour.

### **Reg Gisborn**

Several "basic necessities" needed to make anti-discrimination laws work as they were supposed to were outlined by Reg Gisborn, MPP, of the Steelworkers. These, he said, were changes that Labour's representatives in the provincial Legislature would support and demand. They included: a positive education program to promote understanding of the law; setting up of a separate branch in the Department of Labour to deal with complaints and to carry out publicity work against discrimination; amendment of the FEP and FAP Acts to make the penalties for non-compliance more stringent; an amendment of the FAP Act to bring apartment houses within the scope of the Act; and the setting-up by the Ontario Government of a Citizens' Advisory Committee to act as a consultant to the Government on questions dealing with its anti-discrimination laws.

The Ontario Government was criticized by the speaker for not doing enough to back up its legislation against discrimination. "The inauguration of the changes mentioned above, instead of fine words from Government leaders," he concluded, "will help to make our anti-discrimination legislation a living law and effective guiding principle in building a society of true brotherhood and equality."

### **James Turner**

"Discrimination and segregation are luxuries North America can no longer afford," James Turner, Director of the Fair Practices Department of the United Rubber Workers, told the delegates in the closing address of the conference.

Racial discrimination in the United States, he said, cost the country \$30,000,000,000 a year in the duplication of schools, libraries and other public buildings and services. "In its duplication of facilities and wastefulness of human resources it is economically costly. Its moral aspect is no less serious. To those who preach the brotherhood of man and the fatherhood of God, racial segregation in daily relationships is destructive of principle and moral fibre," he continued.

Out of the total world population, the speaker pointed out, 1,000,000,000 were coloured; the West could muster only about 500,000,000; those under Russian influence numbered about 800,000,000; while the so-called neutrals, who made up the remainder, included a majority of coloured races. He said that it was necessary for us to get the friendship of the coloured people of the world in order to survive and strengthen ourselves against threats of Communist tyranny; and, he remarked, we could not gain their friendship if we treated their coloured brothers in our own countries as second-class citizens.

### **Andrew Brewin, QC**

A strong plea for a Canadian Bill of Rights was made by Andrew Brewin, a former member of the Ontario Legislature, in an address to the delegates at the conference banquet.

The first defence of a free society "lies in an enlightened, alert, informed public opinion, sensitive to encroachments on freedom from governments, from demagogues, from waves of hysteria and from pressures to conformity," the speaker asserted.

"But in addition to public opinion," he said, "there are other important weapons. These weapons include legislation such as you have been discussing, for example, fair employment practices legislation, the protection afforded by the rule of law, and an independent judiciary and collective bargaining legislation. A most important weapon in the arsenal of freedom would be a constitutional bill of rights, and it is this which I now suggest should be incorporated into our constitution or fundamental law."

The speaker admitted that "no declaration, no bill of rights, no piece of paper can protect our freedom unless we are alert, vigorous and courageous." Nevertheless, he maintained, "a bill of rights enshrined in the constitutional document which is the pact that unites us as Canadians would serve as a reminder that our society is based upon certain freedoms that must be preserved." Labour, he said, would continue to press for such a bill of rights.

Subjects discussed by the special workshop groups, four of which were conducted simultaneously, included: The Shop Steward and Human Relations, The New Canadian and the Union, Human Rights in the Community, and Developing Education Programs in Your Local on Fair Practices. Group leaders were: W. C. MacDonald and J. Turner, Henry Weisbach, Gower Markle, and Harry Ross.

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## Occupations of University Women—2

Second instalment of article based on replies to questionnaire sent by Women's Bureau to members of Canadian Federation of University Women deals with three professions: nurses, social workers, librarians

### The Nurses

"Right from the start my training as a nurse has given me scope. On finishing high school I went to university but after one year decided to enter a large American hospital where I secured the nursing diploma and a certificate in public health. On graduating I joined the nursing staff of the hospital where I had taken my training, working as head nurse in the pediatric ward. Later I spent some years in hospital nursing at home in Canada and then was appointed as a provincial inspector of hospital schools of nursing. In 1941 I joined the nursing service of the RCAMC and spent the remaining war years as matron of a large military hospital. After the war I returned to university and completed my B.Sc.N. degree, taking the certificate in nursing administration. Then I became assistant director of the nursing branch of the department of health in my province, later being appointed the director."—*A woman who has spent 25 years in the nursing profession.*

"I am looking forward to taking the Master's degree in public health nursing, the field in which I have been working since I completed my B.Sc.N. in 1951. My first public health job was in maternal and child welfare; then I was appointed senior public health nurse with supervision of a staff of ten nurses for a population of 55,000 people. I had begun my nursing career with general hospital training and experience, however, and before entering the university had served as a nursing sister with the Army. The public health field I find especially satisfying in that one

has a sense of helping to further the great possibilities of preventive medicine."—*A woman who after 15 years in the profession of nursing still sees fresh possibilities in the future.*

"Immediately following the completion of my B.Sc.N., having specialized in public health, I joined the health unit of a small city where I had responsibility for orienting newly graduated nurses in the public health services. After one year I was married and went with my husband to the coast. There for three years I was public health nurse in a section of a large western city. Then we moved to an American college centre where I became an assistant nurse in the health services of the university. My job was related to the nursery school program in connection with the School of Education, and I also taught nursing. At present I am wholly involved with family responsibilities but some day I hope to take up either administration or teaching in the nursing field."—*A younger woman whose professional training as a nurse has opened many doors both before and after marriage.*

"After my graduation from a university school of nursing where I had specialized in public health, I was appointed to the health services of a large city. After two years I went into a hospital health service where I did clinical work with ward patients. Later I became assistant supervisor of a district office of public health and supervisor of the staff. We never had enough time to do all there was to do, but



I enjoyed my work very much and found special satisfaction when through the health services we were able to help to bring about improvements in family life. Now I, myself, have a young family and at present am not able to do more than some volunteer clinical work."—*A still younger woman whose nursing education enables her to be of service as a volunteer in the community, while she devotes her main energies to her home and family.*

The experience of the nurses who answered the Women's Bureau questionnaire is widely diversified individually but without exception has been varied and interesting. Public health is the predominant field in which they have specialized, but there are a considerable number also who are engaged either in nursing education or the administration of nursing services. Army service is reported most frequently among those who are still in their thirties, most of whom completed their training during the early years of the war. Those past 40 years of age who have been nursing sisters with the Services, while fewer in number, were more often in such responsible posts as that of a matron in a military hospital. Several who spent time in the Armed Services later undertook university studies and are now in positions of administration and supervision.

Of those in more responsible posts, several have taken higher degrees outside Canada, and two are now teaching in the university schools of nursing; also, several are educational directors of large hospitals, some giving instruction in surgical nursing. All have had wide experience, including hospital nursing, laboratory work, public health, nursing education and health counselling, as well as the fields already mentioned.

According to the most recent statistics available from the Canadian Nurses Association, fewer than 3 per cent of nurses in Canada are university graduates, though the number is increasing from year to year and represents a new and interesting trend in the development of the profession,\* which includes more than one-fifth of all professional women in Canada. Therefore, although the responses to the Women's Bureau questionnaire do not allow of reliable generalization regarding the profession

as a whole, they are of particular interest because all of the respondents are university graduates.

Formerly the nurse who was a university graduate had in all probability taken her basic training in nursing after completing a university course, which might or might not have been related to her future career. Sometimes such a person was a graduate who had turned from teaching to nursing. On the other hand, some of those who first completed their basic hospital training later entered university to study in fields of related interest or, more recently, to take the post-basic training offered by a number of university schools of nursing and leading to the B.Sc.N. degree. Among those who responded to the questionnaire all these types of experience occur, especially among those in the upper age groups. Most of the younger women, however, immediately after high school entered university courses in nursing which include basic training and graduated with B.Sc.N. degrees.

### Participation of Married Women

Nursing is a profession in which women frequently continue after marriage. Exactly half of those who responded to the Women's Bureau questionnaire are married and of these one-half are practising their profession either full or part-time. One woman who had had experience in public health, after some 15 years at home, returned to work as a public health nurse in a large metropolitan area. Another is teaching full-time in the public health field.

The majority of the younger married nurses who are working, having also the responsibility of homes and young children, are engaged in part-time work. Among those who are married and not in gainful employment, several are serving the community through voluntary work, usually in local clinics for mothers and children.

### Salaries

On the whole, nurses' salaries tend to be low. Those of the respondents to the Women's Bureau questionnaire are no exception, though they show evidences of recent increases. For instance, a clinical instructor who graduated with the B.Sc.N. degree in 1950 is now, in 1956, receiving between \$5,000 and \$6,000, whereas others with similar training and experience who had left their work to be married were receiving between \$2,000 and \$3,000 in 1952; and between \$3,000 and \$4,000 in 1954. The salaries of those who have had only a few years experience in administrative or supervisory work are in the range from \$3,000

\*Information on newer developments in nursing education, including details of courses offered by various universities, is available from The Canadian Nurses Association, 270 Laurier Avenue West, Ottawa, Ontario.

to \$5,000, and among the older group with longer experience a few rise to the range of \$6,000 to \$8,000.

### Reasons for Choosing the Profession

"Interest in nursing from childhood and the encouragement of my family turned me to nursing. Then experience as a ward aide during the war confirmed me in my choice." The nurses' motives of choice of an occupation as recorded in replies to the Women's Bureau questionnaire are not unlike those of the teachers. Family encouragement is an important factor, though it occurs less frequently than among the teachers. Association with skilful nurses and admiration of their work are the reasons most often given.

The fact that nursing is a field almost exclusively for women holds some attraction. For example, one woman writes: "I wanted to enter a field without male competition. I had four brothers who were brilliant students, and I wanted to study only with girls." She therefore took her B.Sc.N., specializing in public health work, and is one of those who has continued in the profession after marriage.

The reasons for selecting a particular field within the nursing profession usually reflect a broader and more mature outlook. Public health, for instance, tended to appeal to those who felt an urgent sense of the importance of nursing as a social service in the community and of its contribution to the maintaining of health standards. An interest in nursing education was awakened in some cases during the period of basic training, when methods of working with student nurses were either admired or deplored, and in others resulted from mature conviction of the importance of the profession as an integral part of the health services of the community.

"As executive director of a city welfare council I am responsible for the co-ordination of welfare activities in the city and for the development of community leaders in the welfare field. I am the secretary of all special committees of the Council; I work with the Community Chest in planning and promoting the annual campaign and I am responsible for seeing that information relating to welfare matters in the community is kept up to date. I must also be informed about the work of welfare agencies of the provincial and federal governments. My most challenging task is to be alert to the changing social scene in

### Difficulties

The apathy of the population in general in relation to health is a frequent source of discouragement to the nurses who replied to the questionnaire. A lack of community support for public health services is acutely felt, and those engaged in health education feel that the importance of this new phase of nursing has not yet been given sufficient recognition, even within the profession.

One of the most penetrating expressions of difficulty comes from several who have had long and distinguished experience who feel that "many doctors tend to regard nursing as a subordinate rather than a co-operative profession in the field of health".

Inadequate salaries which hinder the securing of qualified personnel create a serious problem in administrative work, and there is widespread concern about the shortage of nurses. The more personal problems of coping with heavy work routines and the preparation of reports together with lack of time for outside interests also weigh heavily.

### Sources of Satisfaction

The rewards of the profession, however, are for more strongly emphasized than the difficulties. There is satisfaction in "the sense of doing needed work". There are interesting and varied contacts with people, and for those who are teaching, enjoyment in working with student nurses.

There is almost unanimous agreement about the advantages of university education for nurses. One person describes the course she took in a university school of nursing as "unequalled preparation for a professional approach to nursing and an awakening to realization of the social responsibilities of the profession".

## The Social Workers\*

the community, what these changes portend and how the welfare council can help to stimulate developments to meet new situations."—*A woman, now nearing retirement, who for 18 years has been an administrator of social welfare services.*

"Concern for the less fortunate was a part of my childhood environment. My father was interested in social service, and my mother was an active volunteer in settlement work. The influence of a history professor who awakened his students' minds to the inequalities within society was another factor in my turning to social work. After graduating from the university

\*Monograph No. 12 in the Department's Canadian Occupations series, *Social Worker*, gives useful information on this profession.



I took the diploma course in social science and went to work for a children's aid society. After my marriage for a good many years I was involved in family responsibilities, but when my children had grown up I completed the B.S.W. degree. I should like very much to take further training and return to work."—*A woman to whom social work has been a vocation from early youth.*

"The experience of teaching crippled children made me want to learn more about anatomy and physiology. This led to my taking nurses' training. Then working with ill people awakened my interest in their psychological problems and social circumstances, and I decided to study social work. I took first the B.S.S. and later the M.S.S. degree. For the past three years I have been working in psychotherapy and am now responsible for the administration of a mental hygiene clinic. Through these various steps I have learned better understanding of both myself and of society all around me. I believe that my training and experience have enabled me to more adequately help the individuals and the groups to whom I have given my services."—*A thoughtful French-Canadian woman.*

"As a field worker in child welfare with unmarried parents, under the auspices of a provincial welfare department, I am constantly aware of the challenge of work with people from all walks of life. Our greatest difficulty is lack of adequate funds."—*A young woman, not yet thirty, with the B.S.W. degree who would like to proceed to the M.S.W. degree.*

The extensive ramifications of social work are strikingly illustrated in the responses to the Women's Bureau questionnaire. Among the employing bodies are agencies supported by government at all levels, municipal, provincial and federal, as well as voluntary organizations financed in large part by Community Chests.

The predominant field of employment is child welfare, including placement and adoption, foster-home finding and supervision, case work with individual children, probation work and the conduct of day nurseries. Medical social workers comprise the next largest group; they do case work with hospital patients relating to factors contributing to illness, are responsible for liaison between patients and community agencies and do some research. A number of respondents are in administrative positions in community welfare.

Most of those who responded to the questionnaire had taken one year of post-graduate professional training leading to

the B.S.W. or B.S.S. degree. A smaller number had completed the M.S.W. or M.S.S. degree. Several, chiefly from the older age groups, have diplomas in social work, a type of training which preceded the present post-graduate degree course. Several had taken special courses in either American or British universities. A number have turned from teaching or secretarial work to social work, and these, with only one exception, had taken some training in preparation for their new field of work.

## Participation of Married Women

Two-thirds of the social workers who responded to the Women's Bureau questionnaire are married women, of whom a small proportion are gainfully employed in their profession and as many are engaged in voluntary work. Among those under 40 years, there are several who plan to take refresher courses, looking forward to returning to work. Among the older group there are some who have not re-entered employment because of inhibitions on the part of their husbands, while there are others who feel that a return to their profession after their children were grown up has been a good experience. "It has kept me from stagnation," writes one woman. In other cases, respondents have found satisfaction in work as volunteers for the V.O.N., the Y.W.C.A., the Red Cross or as members of the directing boards of other community social agencies.

## Salaries

The majority of the social workers who responded to the questionnaire receive salaries in the range from \$3,000 to \$4,000. This is probably because child welfare, one of the less well paid fields of social work, predominates among the responses. The highest salaries recorded are in the \$4,000 to \$5,000 range, but there are fewer in this range than in that from \$2,000 to \$3,000. The fact that only current salaries are included in this analysis reflects the generally low salaries in the profession. Social work, to a large extent, has grown out of philanthropic enterprise, and one of the problems of establishing its recognition as a profession lies in the securing of more adequate salary scales.

Fuller data regarding the earnings of social workers may be found in the chapter on women's earnings in *Women at Work in Canada*, a fact book on the female labour force, published by the Women's Bureau.

## Reasons for Choosing the Profession

Interest in people, a concern for human need and a desire to be of help are the factors most often mentioned by the social workers who replied to the questionnaire as influencing their choice of the profession. Some found their interest through voluntary work in a social agency, often while at university, others through friendship with social workers "who opened up whole new fields of interest" for them. Some absorbed it from "a family tradition of social service" or from experience that brought them into touch with people whose problems were beyond their strength.

To some it came earlier in life than to others. For example, one woman writes: "While still in high school I discovered that my deepest interest was in people rather than in things or in more abstract subjects. Psychology was being much discussed, and intelligence testing was becoming fashionable; when I entered university I decided to major in this fascinating new subject. Then when I had to decide how I would earn my own living, I found I needed further training and chose social work." Another woman writes of "floundering around" at the university until she finally took psychology. Another mentions that her decision to study sociology at university was the key to her choice of occupation.

## Difficulties

"Most of the problems of social workers come from the fact that they are in a new profession, one not yet fully accepted among the professions nor by the community," writes one woman who might be the voice of all the social workers who answered the questionnaire. Replies reflect the frustrations of shortage of funds, lack

of trained workers and the resulting overwork, especially for those in positions of responsibility. Similarly frustrating and, to quote one person, "depressing", is the lack of personnel and financial resources to be able to provide constructive help for particular groups such as "unadoptable children", "problem girls" and "protection cases".

The particular difficulties of professional women occur also: for example, "lower salaries paid to women whose competence is equal or sometimes even superior to that of their male colleagues" or again, "lack of equality in promotion". One respondent comments on the undermining effect of "general acceptance of the idea that women are impulsive and intuitive and therefore incapable of objective judgment".

## Sources of Satisfaction

The interest and stimulus of working with people from all walks of life stand out among the sources of satisfaction recorded by those who replied to the questionnaire. "One's understanding is broadened as one accepts responsibility for helping others to help themselves."

The challenge of a new profession appears to more than compensate for the difficulties that are encountered. There is marked appreciation of the stimulation of keeping up with developments in the various specialized fields of social work.

One woman records her particular satisfaction in being in a profession that makes possible a work schedule that allows for "an outside job" along with marriage and a family. Another writes: "There is no monotony. One is constantly meeting and working with interesting, responsible people; but hours are long, and there is little chance for social life apart from one's work."

## The Librarians

"Library work was a logical choice of occupation for me because of my intense interest in books and reading. I do reference work in a large public library, advising readers, answering questions, directing people to sources of information and preparing book lists on various subjects. Although there are times when I find my work exacting and physically tiring, I very much enjoy meeting and working with all kinds of people."—*A woman who has been in reference library work for more than 25 years.*

"My first library work was cataloguing; I worked in both public and university libraries. Then I spent some time as

assistant to the chief librarian in a large city library. My present work as a provincial librarian is the promotion and development of libraries throughout the province and the supervision of book services to people in isolated places."—*A woman who has had a long career as a librarian.*

"At the university I specialized in political science and history and, while doing research in the archives during the summer holidays, became interested in working with original documents."—*An assistant provincial archivist*

"I first became interested in library work when as a high school pupil I had a part-



time job in a public library under the supervision of a capable librarian. At first I was a clerk, then I helped with the mending of books and the care of records and films. Later I began to assist people with the choice of books and was given responsibility for arranging library classes for new Canadians."—*A general librarian is telling how she found her métier at an early age through competent supervision in an after-school job.*

An extraordinary variety of work is represented in the responses of librarians to the Women's Bureau questionnaire. The majority have been engaged in public library work. There are heads of branch libraries in larger cities and chief librarians in municipalities with only one public library. From larger centres with extensive public libraries that require greater specialization there are persons who are engaged exclusively in reference work, ordering and cataloguing, circulation or children's work. Most of the university librarians who replied to the questionnaire are doing cataloguing or reference work. Persons in charge of libraries in teachers' colleges and high schools are included also, and there are several who work in research libraries in connection with universities or in industry, and a number are employed in governmental libraries. A few are engaged in some of the broader community aspects of library work, such as the supervision of school libraries in a metropolitan area, the direction of mobile libraries that serve remote districts, and the administration of provincial library services.

While by far the majority of those who responded to the questionnaire began their professional careers in library work, there is a considerable proportion who turned to the library from the classroom—teachers in both elementary and high schools. A few worked first in the secretarial field, in some cases with duties related to an office library. With few exceptions all have had professional training, usually completing the degree of B.L.Sc. Several have advanced to the M.L.Sc., and there are some in the older group who, before the post-graduate schools of library work were fully established, took professional courses leading to a diploma rather than a degree.

### Participation of Married Women

In the age group of 30 to 39 the largest proportion of responses came from married women, almost half of whom are working. One who is the mother of one child does full-time work as a children's librarian; another who has three children is a part-time cataloguer. Most of those in this

age group who at present are not employed express no interest in returning to work, but one woman who had done library work without professional training plans to take the course leading to the B.L.Sc. degree in preparation for a job when her children are older.

Of those in their twenties who replied to the questionnaire, one-third are married, but none is continuing to work. One of them, however, records with particular satisfaction how she revives her professional contacts through a short-time job each year as a representative of an educational publishing house at conventions of librarians.

### Salaries

Current salaries of those who answered the questionnaire vary from the range of \$6,000 to \$8,000 to that from \$2,000 to \$3,000. Those in the latter group are either doing part-time work or have no professional training in library work, while those in the range above \$6,000 are all filling administrative positions with heavy responsibilities, for example, as chief librarians and metropolitan or provincial supervisors of library services.

The majority receive from \$3,000 to \$4,000; while those in this salary group fill a wide variety of positions in medical, commercial, school and public libraries, cataloguers outnumber other categories of workers.

Next in number are those who receive from \$4,000 to \$5,000, and again their work is widely varied, including specialized fields in university libraries and administration, usually as assistants to the heads of public libraries in cities of average size.

Those in the range from \$5,000 to \$6,000 are either heads of such public libraries or in responsible positions in specialized aspects of library work.

### Reasons for Choosing the Profession

Enjoyment of books and reading has been the most important factor in turning the librarians who answered the Women's Bureau questionnaire to this profession. Second only to interest in books is a desire to work with people; children are mentioned especially. There is a small group, however, who appear to have been more interested in ideas than in people. These had learned the intellectual appeal of working with original documents or wanted to advance their knowledge of a particular field of learning such as science or history. Some of those whose interest is in science are in research libraries, either in a university setting or in industry.

A sense of "at homeness in a library atmosphere" has sometimes awakened a desire to work in that atmosphere. For example, one person writes of her family having always used the public library; from early childhood she had been at home in the library and interested in the work of the librarians. Several record similar experience as a result of having had an after-school job in a library while still in high school. When well supervised, such experience proved to be an apprenticeship through which they learned some of the basic skills that gave them confidence to enter the field professionally. Others in their formative years knew librarians and became interested in library work. Most of those who have turned from teaching to library work have done so either because of a desire for more personalized work than the classroom afforded them or to be able to concentrate on reading as an element of education.

### Difficulties

Heavy work loads, inadequate operating budgets and low salaries are the chief difficulties recorded by this group of librarians. They express concern at the indifference of many — perhaps most — people towards the values of books and reading and the consequent unwillingness of elected municipal bodies to pay for adequate library services. There are several who feel that even library board members, identified as they are with the aims of the library, often hesitate to

endorse constructive programs and sometimes fail to recognize that library work is a profession for which special training is required.

Problems typical of many professional women are mentioned also, for example, differentials in both salary scales and opportunities for advancement between men and women. "The senior positions almost invariably go to men," writes one woman, "and often to men who have no professional training in library work." Several express regret that pension systems are localized, tending to limit mobility which would help prevent individuals "getting into a rut".

### Sources of Satisfaction

The gratitude of satisfied readers is the unfailing reward of the librarian. Many of the satisfactions recorded are personal in nature, for example, pleasure in working with "all kinds of people", with "vital adults" or "with children"; "the fascination of original documents"; "the ready access to information", and "continuous learning".

A considerable number, on the other hand, see their work in a social context, a service to the community in the promoting of good reading and the furthering of education. "There is a very real sense in which a librarian can open up new fields for people, and at the same time one's own outlook is expanded," one respondent wrote.

(Further instalments will appear in subsequent issues.)

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## Professional Association of Industrialists

President tells delegates to 12th annual convention that Association is "striving constantly to establish social peace" in Quebec Province

The 12th annual convention of the Professional Association of Industrialists was held at Quebec from November 8 to 10, under the chairmanship of Lt.-Col. Hervé Baribeau of Lévis.

The theme of the convention was "Exigencies and vitality of private enterprise".

The PAI is an economic and social organization to which an imposing number of employers in the province of Quebec belong; its purpose is to protect and defend the interests of these employers and to make the Christian concept of business life better known and more widely practised.

In his annual report presented at the banquet which marked the opening of the convention, the President noted that labour-management relations have become less strained in the province during the last few months.

Convinced that the PAI, by its personal contacts, has helped to lessen this tension, Col. Baribeau stressed the fact that the Association "is striving constantly to create an atmosphere of confidence among the various classes of society and to establish social peace in the province".

The President also announced that the International Union of Catholic Employers' Associations will hold its world congress in Montreal next September.



His Excellency Msgr. Maurice Roy, Archbishop of Quebec, spoke briefly at the opening, calling on business men to take their inspiration from the social doctrine of the Church.

"The head of a concern," he added, "must also possess ability, a fair and enlightened mind and a knowledge of human problems. He must not apply himself solely to material questions."

The Hon. Paul Beaulieu, provincial Minister of Trade and Commerce, also called on business men to co-operate with one another in order to bring about, the full economic development of the province of Quebec.

He added that the rôle of the State cannot be other than supplementary, that the State cannot replace private enterprise.

### Private Enterprise

Three speakers dealt with private enterprise, its nature and legitimacy, its exigencies and its vitality.

Marcel Clément, economist, denounced the nationalization of concerns, which he considered a makeshift, even when legitimate, accentuating the mechanical nature of economic life.

"Not only is private enterprise legitimate," he said, "but it is in itself the normal industrial economic institution, since it is most in keeping with the nature and dignity of the human being."

Another economist, Jacques Mélançon, went still further.

"Nationalization in any form whatsoever of production, distribution or transportation companies is a mistake," he said, "whether or not these concerns are so-called key undertakings and whether or not the nationalization seems to present any real advantage at the time it takes place."

Analysing the exigencies of private enterprise, Mr. Mélançon said that it must meet the requirements of the law of life, that is of progress, and the upholding of the common good. He added that, with regard to the State, private enterprise must meet the requirements of all human relations and accept the rôle of the intervention of the State by its laws and the repression of abuses, and that, with regard to the individual, private enterprise has its requirements of justice and charity.

The third speaker, Roger Régimbal, Director of the PAI's Industrial Relations Service, stressed the fact that Canada's development in the past century has been due to the inner vitality of private enterprise.

Mr. Régimbal noted that the vitality of private enterprise needs a favourable

atmosphere if it is to survive. "Threats are now hanging over it," he said, "and it will find help and protection only in association, the manifestation of indispensable solidarity."

### The Necessary Atmosphere

Coming back to the subject of the atmosphere necessary for private enterprise, Louis Beaudoin, Professor of Civil Law at McGill University, deplored the inadequacy of legislative improvements in view of the industrial transformation which has taken place in less than 50 years.

"Legislative improvements are always slow," he said, "in comparison with the lightning speed of industrialization." He explained that "the notion that the employer chooses his employees is past; mass, anonymous hiring now corresponds to mass capital."

Noting that employers and employees are gaining a better and better understanding of the need for co-operation with a view to seeking a basis for common understanding, he called on labour and capital to combine.

"Established prejudices must be overcome," he said, "and an attempt must be made to create the proper moral and psychological atmosphere so that, in this century of mass production and anonymity, there may be no more watertight divisions between capital and labour."

### Employers' Solidarity

J. G. Lamontagne, the PAI's Director of Public Relations, denounced the lack of solidarity shown by employers in the province of Quebec, whose inertia, as a group, has left "almost all initiative to the State and to the trade unions".

Elaborating on this, Mr. Lamontagne pointed out that the initiative in spreading and applying Christian social doctrine was not taken by the employers, nor was it they who inspired social legislation.

He therefore urged employers to show greater solidarity in order to regain the initiative in the social, economic and labour relations fields.

Employers' solidarity, Mr. Lamontagne stated, consists of "looking after their business together and forming groups so as to carry out their duties as leaders more effectively".

"Employers' solidarity," he added, "must be constructive, not negative, freely and voluntarily accepted and conceived in such a way as to unite without unifying, co-ordinate without absorbing, group without merging."

## Claude Jodoin

The co-operation of labour, said Claude Jodoin, President of the Canadian Labour Congress, is essential to private enterprise.

He specified that the labour movement is in favour of private enterprise "in so far as it allows of adequate working conditions and social benefits".

Mr. Jodoin stated that there is still too much resistance to the labour movement, and he called the remarks of certain employers' representatives "too virulent".

The CLC President also protested against the fact that too great an attempt is made to inculcate the idea that the Canadian labour movement takes its instructions from the American organizations.

"Canadian workers, in Canadian industry set up with English, American and Canadian capital, make their own decisions," he said.

## Reports from the Services

Arthur Matteau, head of the Industrial Relations Service, reported that not a single strike or serious dispute had occurred in the establishments of the 221 employers who had had recourse to his service during the year.

He added that the number of collective agreements settled by direct bargaining is increasing all the time and that the number of agreements signed for a period of two years is also increasing.

Claude Lavery, General Secretary and legal adviser, reported that the regional sections of the PAI had held 42 monthly meetings and five study days.

The Secretary of the Study and Social Action Service, G. H. Dagneau, pointed out that a series of lectures and a study day had been organized by his Service for the purpose of improving the means at the disposal of employers for increasing their professional skill.

J. G. Lamontagne, Director of Public Relations, announced that a tenth regional section is being planned, at St. John.

## Elections

Lt.-Col. Hervé Baribeau was re-elected General President, by acclamation, for his third term.

The two Vice-presidents are Lucien Arcand of Victoriaville and Paul D. Normandeau of Drummondville. Bertrand Langlois of Terrebonne is Treasurer and Marcel Allard of Montreal is the Honorary Secretary.

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# Industrial Fatalities in Canada during Third Quarter of 1956

Deaths from industrial accidents\* increased by 28 from the previous three-month period. Of the 348 fatalities in the quarter, largest number, 95, occurred in construction; 72 recorded in transportation

There were 348† industrial fatalities in Canada in the third quarter of 1956, according to the latest reports received by the Department of Labour. This is an increase of 28 fatalities from the previous quarter, in which 320 were recorded, including 21 in a supplementary list. In the third quarter of 1955, 406 fatalities were listed.

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\*See Tables H-1 and H-2 at back of book.

†The number of industrial fatalities that occurred during the third quarter of 1956 is probably greater than the figure now quoted. Information on accidents which occur but are not reported in time for inclusion in the quarterly articles is recorded in supplementary lists and statistics are amended accordingly. The figures as shown include 85 fatalities for which no official reports have been received.

During the third quarter of 1956 there were seven accidents that resulted in the deaths of three or more persons in each case. On August 27, the eight-man crew of the tug *Clearwater* was lost when the ship sank during a heavy gale on Lake Athabasca, Alta. At the time of the accident the tug was towing three barges from the mouth of the Athabasca River to Crackingstone Point. A collision between a truck and a railway train near Pickering, Ont., on September 8 resulted in the deaths of the train fireman and three construction workers riding in the truck. An aircraft crash near Cold Bay, Alaska, on August 30, cost the lives of the pilot, navigator and two stewardesses. In all 15 persons were killed in this accident, which occurred when the airliner was attempting to land.



The remaining four accidents were responsible for the deaths of three persons in each case. On July 11, three employees of a construction firm were killed when the plane in which they were travelling crashed on Mount Lolo, B.C. A head-on collision between two trains at Huronian, Ont., on July 31, resulted in the deaths of the engineer, fireman and brakeman. At Pikauba Lake, Que., three men engaged in logging operations were drowned August 9, when they jumped into the water to avoid the fire which followed an explosion aboard their motor launch. On August 11, three miners lost their lives at Invermere, B.C., when safety bars separating two levels of the mine gave way, killing one of them and causing the other two to be buried by falling rock.

Grouped by industries (see chart p. 50), the largest number, 95, was recorded in construction. This includes 41 in highway and bridge construction, 28 in miscellaneous construction and 26 in buildings and structures. In the same period in 1955, 89 fatalities were recorded in this industry, including 42 in buildings and structures, 26 in highway and bridge construction and 21 in miscellaneous construction. During the second quarter of 1956, 51 construction fatalities were listed: 19 in buildings and structures, 19 in highway and bridge construction and 13 in miscellaneous construction.

During the quarter, accidents in the transportation industry were responsible for the deaths of 72 persons: 30 in steam railways, 17 in water transportation, 12 in local and highway transportation and 11 in air transportation. For the same period in 1955, 55 deaths were reported in transportation: 20 in local and highway transportation, 15 in steam railways and nine in water transportation. Work injuries in this industry during April, May and June were responsible for 45 deaths: 15 in steam railways, 13 in local and highway transportation and nine in water transportation.

In the manufacturing group, industrial injuries accounted for 40 of the total fatalities reported. Of these, 10 occurred in iron and steel, seven in non-metallic mineral products, six in wood products and five in transportation equipment. In the corresponding period in 1955, 63 manufacturing fatalities were listed, including 14 in wood products, 11 in iron and steel, 10 in transportation equipment and nine in food and beverages. Accidents in manufacturing in the second quarter of 1956 cost the lives of 37 persons: eight in food and beverages and six in each of the chemical and transportation equipment groups.

The industrial fatalities recorded in these quarterly articles, prepared by the Economics and Research Branch, are those fatal accidents that involved persons gainfully employed and that occurred during the course of, or which arose out of, their employment. These include deaths that resulted from industrial diseases as reported by the Workmen's Compensation Boards.

Statistics on industrial fatalities are compiled from reports received from the various Workmen's Compensation Boards, the Board of Transport Commissioners and certain other official sources. Newspaper reports are used to supplement these data. For those industries not covered by workmen's compensation legislation, newspaper reports are the Department's only source of information. It is possible, therefore, that coverage in such industries as agriculture, fishing and trapping and certain of the service groups is not as complete as in those industries which are covered by compensation legislation. Similarly, a small number of traffic accidents which are in fact industrial may be omitted from the Department's records because of lack of information in press reports.

Accidents in the logging industry resulted in the deaths of 39 persons during the third quarter of 1956, a decrease of 12 from the 51 that occurred during the previous three months. In the third quarter of the previous year, 49 workers lost their lives in this industry.

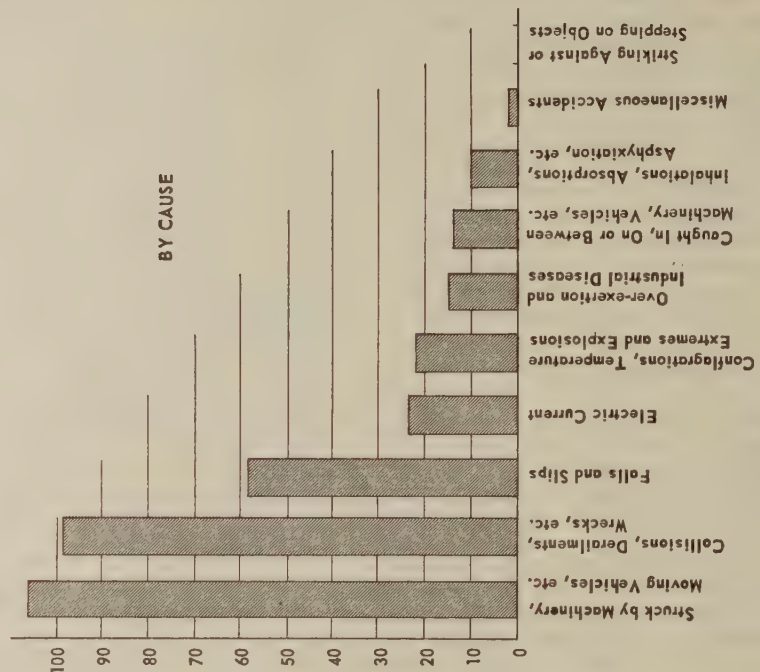
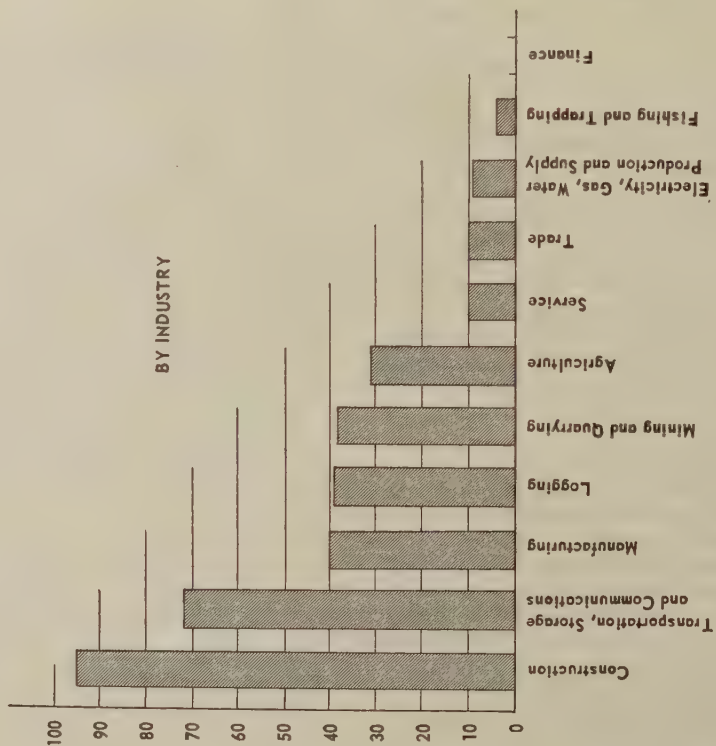
Mining accidents caused the deaths of 38 persons during the quarter under review, 24 occurring in metalliferous mining, nine in non-metallic mineral mining and five in coal mining. In July, August and September last year 52 mining fatalities were recorded, including 26 in metalliferous mining, 14 in non-metallic mineral mining and 12 in coal mining. During the second quarter of this year, 60 fatalities were reported: 41 in metalliferous mining, 10 in coal mining and nine in non-metallic mineral mining.

There were 31 industrial fatalities in agriculture during the quarter under review, an increase of three from the previous three months, in which 28 were reported. Accidents in July, August and September 1955 resulted in the deaths of 36 agricultural workers.

An analysis of the causes (see chart p. 50) of these 348 fatalities shows that 106 (31 per cent) of the victims had been "struck by tools, machinery, moving vehicles or other objects". Within this group the largest number of deaths, 18, was caused by "falling trees or limbs", 17 by "landslides or cave-ins", 10 by automobiles or trucks, and 10 by tractors, loadmobiles, etc. In

*(Continued on page 72)*

# INDUSTRIAL FATALITIES IN CANADA Third Quarter of 1956





# New Vocation for Women Emerging

Visiting Homemakers Service providing worthwhile opportunities for older women; saves industry from production loss through absenteeism

One of the by-products of the Visiting Homemakers Service is the protection given industry from loss of productivity due to absenteeism, said Miss Belle Carver of the Visiting Homemakers' Association of Toronto in a broadcast in the Department's "Canada at Work" series.

"When a crisis overtakes a family of one of the employees of a firm, the results may be loss of time, excessive preoccupation with family worries and a tendency to accidents. Homemakers' Service reduces this loss," she said.

Homemakers' service to his family also means that a father does not lose time from his work or suffer a reduction in pay.

Another by-product is the establishment of a new vocation for women. The Visiting Homemakers Service is providing worthwhile opportunities for women between the ages of 35 and 60, Miss Carver said.

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While the proportion of women "economically active" and the proportion of women in the labour force in most countries remained fairly stable between 1870 and 1950, in the United States both these proportions approximately doubled during the period.

This statement is made in the introductory note in an article entitled, "Women's Changing Role in the United States Employment Market" and published in the *International Labour Review* for November. The article, by Earl E. Muntz, Professor of Economics, New York University, sketches the history of what the author describes as "the American woman's occupational revolution" and sets out some of its underlying causes.

Except in the urban communities of the eastern United States, where immigrants without means tended to settle, the writer says, American customs throughout the nineteenth century disapproved of married women's working for wages. It was not even considered in good taste for a man in reasonable circumstances to encourage or allow his unmarried daughters to take employment for wages.

He also points out that the Victorian notion of "the delicateness and physical frailty of womanhood" affected a larger number of women, and was given a more

prominent place, in a prosperous country like the United States than in other countries which were poorer. He goes on to give his views of the reasons which lie behind the change in women's place in the labour market, and the history of that change, which began in regard to office work in the 1870's, and which more recently has been extended to many other kinds of work.

\* \* \*

Scheduled work weeks of under 40 hours apply to relatively few plant workers, says the November *Monthly Labour Review* of the U.S. Department of Labor, but are common for women office workers.

A Bureau of Labor Statistics report, covering seven large cities in late 1955 and early 1956, finds that only 7 per cent of plant workers but 46 per cent of women office employees worked less than 40 hours a week.

In firms where women clerical employees worked under 40 hours a week, it was generally 35 or 37½ hours. With respect to cuts in hours, the BLS reports that since January 1953, office workers' hours were reduced in one out of every 25 firms and plant workers' hours in one out of every 20. Industry-wide hours reductions were most common in non-manufacturing.

\* \* \*

Some 32,529,000 women in the United States may be employed outside their homes by 1975, if the present trend continues, according to the U.S. Census Bureau. Total working population of the country by that date will be 93,385,000.

If women keep taking jobs at the rate they have during the past five years, says the Bureau, 17,460,000 married, widowed or divorced women between 35 and 64 years of age—about half the women in that age group—will be working by 1975.

In comparison, of a labour force in 1955 of 68,899,000, women numbered 20,859,000, but only 9,856,000 were married or formerly married women 35 to 64 years old.

The Census Bureau estimates that in the age group of 45 to 54, some 7,153,000 married, widowed or divorced women—nearly 60 per cent of those in this group—will be serving in business and industry 20 years from now if recent growth rates continue.

# Provincial Co-ordinators Confer

Ottawa meeting discusses medical rehabilitation, vocational training, vocational guidance, employment, provincial and local co-ordination

Provincial co-ordinators concerned with rehabilitation of handicapped individuals met in Ottawa in November to discuss medical rehabilitation, vocational training, vocational guidance, employment, provincial and local co-ordination, rehabilitation case work and public relations.

Representatives of the Departments of Veterans Affairs, National Health and Welfare, and Labour, and of the Unemployment Insurance Commission provided information and participated in discussions of the various topics presented at the conference.

The conference chairman extended congratulations of the group to Brigadier William W. Reid, who has been promoted to the position of Deputy Minister of Welfare and Labour for Prince Edward Island. He will continue his former duties, also, as provincial co-ordinator of civilian rehabilitation.

Those attending the conference were given a preview of the film, "Call It Rehabilitation". They agreed unanimously that the film should do much to promote the development of rehabilitation across Canada, when prints are available for distribution.

The film was based on a script written by George Blackburn, Director of the Information Branch, Department of Labour, in co-operation with officers of other departments. The film attempts to show how a community can make use of the services already available to round out a co-ordinated rehabilitation plan.

\* \* \*

The first conference on rehabilitation to be held in Prince Edward Island was attended by 34 delegates, representing various organizations and agencies. Following discussion on many aspects of rehabilitation, the group unanimously approved the organization of the P.E.I. Council for Rehabilitation of Disabled Civilians. Members of this council will be representatives of the groups in attendance at the conference, and of any other interested groups.

The provincial government was represented by the Hon. M. L. Bonnel, M.D., Minister of Health; the Hon. Forrest W. Phillips, Minister of Welfare and Labour;

Brigadier William W. Reid, Deputy Minister of Welfare and Labour and Provincial Co-ordinator of Rehabilitation; Dr. L. W. Shaw, Deputy Minister of Education; and Dr. J. H. Shaw of the Department of Health. Ian Campbell, National Co-ordinator, Civilian Rehabilitation, also addressed the meeting.

\* \* \*

Following a series of public meetings, the Welfare Council of Ottawa has established a rehabilitation co-ordinating committee designed to provide services where necessary. As a first step, a demonstration project has been set up with a secretary on the staff of the Welfare Council working in co-operation with the medical profession, hospitals and the voluntary health and welfare agencies to determine how rehabilitation services can best be made available in the area.

\* \* \*

A handbook on the placement of blind workers, prepared by the New York State Employment Service, is now in distribution on a national basis.

The manual, *How To Place The Blind*, has been in use in the state of New York since July. It was the result of a pilot project conducted in 1955 by the employment service with the aid of a \$5,000 grant of federal funds.

The study had three objectives: To evaluate present methods of placing the blind, to develop new methods, and to prepare a realistic how-to-do-it guide to getting satisfactory jobs for blind workers.

During the study, 244 blind job seekers were interviewed and given job counselling. Of these, 165 were referred to employers, and 93 were hired. They filled a variety of jobs, including one man who was placed as a farm hand on a dairy farm.

\* \* \*

What top United States industrialists, in co-operation with New York State Department of Labor's Division of Employment, are doing to provide employment for handicapped persons is described in an article, "Helping Hands", appearing in the October issue of *Industrial Bulletin*, published by the New York State Department of Labor.



## 50 Years Ago This Month

Production and employment set new highs in 1906; wages rose; printing trades gained 8-hour day in several centres; immigration broke all previous records. Militia called out when riot occurs during strike

In the volume of production and employment, and in the prosperity of industry and trade, 1906 in Canada surpassed all previous years, according to a review of industrial and labour conditions during that year published in the *LABOUR GAZETTE* of January 1907.

The main factors that contributed to this prosperity, it was stated, were railway construction and the settlement of the North-west provinces.

It was estimated that not less than \$62,000,000 had been spent on new railway lines and equipment during the year, the new track built exceeding 3,300 miles in length. Millions of acres of new territory were thus opened up, and the arrival of immigrants, the taking up of homesteads and sale of land exceeded all previous records.

With a large increase in the acreage under cultivation the yield of farm products was greater than in 1905. Other primary industries were also expanding rapidly, fishing being the single exception, mainly because the salmon catch in the Fraser River was about 30 per cent below average.

Wages showed a strong upward tendency during 1906, especially among farm hands, railway construction employees and unskilled labourers. Railway workers also obtained wage increases.

### 8-Hour Day

Important reductions in hours went into effect on January 1, 1906. In the printing trades, the eight-hour day went into force in a number of places, including Halifax, Saint John, Peterborough, Brantford, Fort William, and Dawson, Y.T. At a number of other places, including Kingston, St. Catharines, Guelph, Stratford, London and St. Thomas, the hours of printers, pressmen, etc., were reduced to 8½ per day, on the understanding that after 18 months the eight-hour day would come into effect. A number of smelters in British Columbia also adopted the eight-hour day, more than 300 employees being affected.

The number of immigrants arriving by ocean ports during the fiscal year ending June 30, 1906, was 131,268, compared with

102,723 in the previous year. Arrivals from the United States during the same period totalled 57,796, as against 43,543 in the preceding year. The total of immigrants who entered the country in 1905-06 was thus 189,064, compared with 146,265 during 1904-05, exceeding all previous yearly records.

The Salvation Army chartered the steamship *Kensington* to make three special trips during the spring season of 1906 to carry immigrants from Great Britain. About 12,000 were brought to Canada in this way.

Returns received by the Department of Labour up to the end of 1906 showed that 154 labour organizations were formed during the year and 73 were dissolved. Of the unions formed, nine were in the Maritimes, 42 in Quebec, 45 in Ontario and 58 in the Prairie Provinces and British Columbia. Of those dissolved, 19 were in the Maritimes, 12 in Quebec, 24 in Ontario, and 18 in the remaining provinces.

The membership of the Trades and Labour Congress of Canada was given in the January 1907 issue of the *LABOUR GAZETTE* as 27,767, in 448 unions, compared with 22,004 members and 378 unions in 1905.

Early in September 1906 some 400 employees of the James MacLaren Lumber Co. at Buckingham, Que., went on strike for higher wages. It was said that the majority were getting only 12½ cents an hour. At the end of the month the Department of Labour offered to act as mediator in the dispute, but the company refused the offer, saying that it would not deal with the international labour union to which the men belonged.

On October 8 the company tried to bring down some logs with the help of men under the protection of special police. A serious riot occurred and two of the strikers were killed and three others seriously injured. One detective was fatally injured and three others badly hurt.

A hundred militiamen were sent from Ottawa, and these were later replaced by regular troops from St. John's, Que., who remained for some time.

# INTERNATIONAL LABOUR ORGANIZATION

## 133<sup>rd</sup> Session, ILO Governing Body

Examines question of freedom of employers' and workers' organizations from government domination, and allegations of violation of trade union rights in various countries. Completes 1958 conference agenda

The Governing Body of the International Labour Organization, during its 133rd session from November 20 to 24, examined the question of freedom of employers' and workers' organizations from government domination and control (the McNair Report), and examined allegations of violation of trade union rights in various countries as established by its committee on freedom of association.

By 39 votes in favour, none against, and one abstention, the Governing Body requested Director-General David A. Morse to submit a report on establishing "continuing machinery" to establish the facts relating to freedom of association in the member states of the ILO, and on improving the working of the annual ILO conference.

All of the employer and worker members and all but one of the governments represented on the 40-member body voted in favour of the proposal. Earlier in the day the Governing Body had voted down by 29 votes to 11, with no abstentions, a proposal of the employers' group to place on the agenda of the 1957 conference the question of amending the ILO Constitution "so as to ensure that worker and employer representatives can only be appointed after nomination by organizations of workers and employers which are free and independent of their governments".

The Governing Body called for the establishment of complete freedom of association in Hungary: the ratification of ILO conventions on the subject; establishment of civil liberties; respect for independence of the trade union movement; and freedom for it to frame its policy without any kind of interference by the public authorities.

This decision was taken by 36 votes in favour, two against (Soviet Union and Egypt), and two abstentions (India and Burma).

Speaking on the Hungarian question, Canadian Delegate Dr. George V. Haythorne, Assistant Deputy Minister of Labour, said:

The Canadian people have been deeply shocked by recent events in Hungary. Their shock was no doubt intensified due to the clear evidence, after many years, of a widespread desire on the part of workers and others in this country to gain freedom of association and other liberties. This was followed by evidence of steps being taken towards this end and then, in the face of these developments, we saw systematic efforts to stamp out this desire for freedom of association.

I simply wish to add that the Canadian Government supports fully the broad objective of the conclusions proposed by the Committee on Freedom of Association, namely that the ILO should express its determination to do all it can in a positive way to develop and maintain those rights of freedom of association and other liberties pledged to protect.

The Governing Body also decided that the ILO would co-operate with the General Assembly of the United Nations in any action concerning the question of freedom of association. This was adopted by 36 votes to one (Soviet Union), and three abstentions (India, Burma and Egypt).

The Governing Body indicated its desire that the ILO should be represented on any UN mission of inquiry by Director-General David A. Morse.

The conclusions with regard to Poland also called for the establishment of complete freedom of association, ratification of the ILO conventions on the subject, establishment of civil liberties, respect for the independence of the trade union movement, and freedom for it to frame its policy without any kind of interference by the public authorities. The conclusions were approved by the Governing Body without a vote.



In the case of the USSR, the Governing Body agreed to communicate the committee's conclusions and recommendations to the Soviet government, to ask the government to provide information on the action it proposed to take and to consider later what action to take if satisfactory information is not received.

The committee's conclusions on the basis of the information provided to it cover eight points relating to "the position of trade unionism in a social and economic system which all concerned admit differs from that of the majority of the members of the International Labour Organization".

The Committee's recommendations were adopted by the Governing Body by a vote of 37 in favour, two against (Egypt and USSR), and one abstention (Burma).

By 28 votes in favour, none against, and 12 abstentions, the Governing Body decided that the necessary steps should be taken to refer to the ILO's Fact-Finding and Conciliation Commission on Freedom of Association the allegations presented against the government of Venezuela concerning violations of freedom of association.

The Governing Body had the responsibility of completing the agenda of the 1958 conference (which already contained the three recurrent items of the Director-General's Report, the budget, and the application of conventions and recommendations, and is likely to include two items continued from the 1957 conference—discrimination in the field of employment and occupation, and conditions of employment of plantation workers).

The two new items added were "organization of occupational health services in places of employment" and "conditions of work of fishermen". The conference will open June 4, 1958, in Geneva.

A proposal to place the question of reduction of hours of work on the 1958 agenda was rejected, but it was agreed that the Director-General would later place before the Governing Body proposals for a program of work in this field.

The Governing Body accepted in principle a proposal to convene a meeting of experts on fires and electricity in coal mines in 1957. Precise proposals will be placed before the Governing Body at its next meeting, March 5-8, 1957.

Dates and places for a number of meetings were set. The sixth session of the Inland Transport Committee is to meet in Hamburg, March 11-23.

Arrangements for other meetings included a postponement of a scheduled meeting of the Advisory Committee on Salaried Employees and Professional Workers to April 1-13, and setting dates for the Ninth International Conference of Labour Statisticians for April 24 to May 4 and the Metal Trades Committee for May 6-18. All of these meetings will take place in Geneva.

Canadian government representatives at the meeting was Dr. George V. Haythorne, Assistant Deputy Minister of Labour. Substitute representative was H. Jay of the Department of External Affairs and serving as adviser was Paul Goulet, Director of the ILO Branch, Department of Labour.

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## Preparatory Technical Maritime Conference

London meeting takes action that may lead to revision of an existing ILO Convention on wages, hours of work, and manning, creation of new Convention on seafarers' identity cards, and two new Recommendations

Shipowner, seafarer and government delegates from 21 countries attending the Preparatory Technical Maritime Conference of the International Labour Organization in London recently took action that may lead to the revision of an existing ILO Convention on wages, hours of work and manning, the creation of a new convention on seafarers' identity cards, and two new formal recommendations.

The findings of the preparatory conference will be submitted to a general maritime conference of all the ILO's member countries to be held in 1958.

The Argentina government has invited the 1958 conference to meet in Argentina.

There were in attendance 218 delegates and their advisers, and observers from international and non-governmental organizations.

Revision of the Convention was the only item on its agenda on which the conference was not able to reach substantial agreement. The major change adopted would permit governments to exclude the wages provisions when ratifying the Convention. The inclusion of this option was opposed by the shipowners who considered

the three subjects inseparable. A great majority of governments and all the seafarers supported its inclusion as removing an obstacle to ratification.

With one dissenting vote, the conference adopted a draft recommendation covering the engagement of seafarers on foreign flag vessels. The operative clauses of the recommendation follow:—

1. That each member should do everything in its power to discourage seafarers within its territory from joining or agreeing to join foreign flag vessels unless the conditions under which they are to be engaged are in accordance with collective agreements and social standards accepted by *bona fide* organizations of shipowners and seafarers of any of the maritime countries where such agreements and standards are traditionally observed;

2. That, in particular, each member should have regard to whether provision is made for the return to the port of shipment or other agreed port of a seafarer employed on a vessel registered in a foreign country who is put ashore in a foreign port through no fault of his own, and whether payment is made of compensation for medical care and maintenance if he is put ashore in a foreign port due to sickness or injury incurred in the service of the vessel and not through his own wilful misconduct.

With one opposing vote, the conference adopted a resolution on flag transfer. The resolution urges that "the country of registration should accept the full obligations implied by registration and exercise effective control for the purposes of the safety and welfare of seafarers in its ships."

It indicates particularly that the country of registration should "make and adopt regulations designed to ensure that all ships on its register observe internationally accepted safety standards; make arrangements for a proper ship inspection service; ... establish the requisite government-controlled agencies to supervise the signing on and signing off of seafarers; ensure or satisfy themselves that the conditions under which the seafarers serve are in accordance with the standards generally accepted by the traditional maritime countries; ... ensure freedom of association for its seafarers;" ensure proper repatriation; and ensure proper arrangements for the issuing of certificates of competency.

The conference adopted unanimously a two-part draft recommendation concerning medicine chests on board ship and medical advice by radio to ships at sea. A suggested minimal list of medicaments is annexed to the text.

The first part of the proposed text states that "every vessel engaged in maritime navigation should be required to carry a medicine chest." Countries should establish appropriate rules on the contents and maintenance of the chests, and each vessel should carry a medical guide which explains fully how the chest's contents are to be used.

The second part calls on governments to ensure that "medical advice by radio is available free of charge at any hour of the day or night," to be supplemented with specialist advice if necessary and practicable, by aiding ship-board personnel to understand the advice given by instruction and by medical guides, and by furnishing up-to-date lists of the stations furnishing radio advice.

A resolution adopted unanimously by the conference asks the ILO to consider drawing up, in collaboration with the World Health Organization, the medical guide referred to in the recommendation.


In a resolution adopted unanimously the conference affirmed the general principle that "the authorities of the state which has issued a competency certificate are alone competent to suspend or cancel it." It called on ILO member states to accede "as far as possible without reservation" to the Brussels Convention of 1952 dealing with rules relating to penal jurisdiction in matters of collision or other incidents of navigation.

The resolution recognized the right of a state to act in its territorial waters if the issuing authorities fail to enquire into the necessity for taking action in the event of a collision or other incident of navigation. It also recognized that the principles might be derogated from by special reciprocal arrangements.

The conference adopted a draft convention on seafarers national identity documents, with two dissenting votes and four abstentions. The instrument calls on ratifying countries to issue an identity document to its nationals and permits it to issue such a document to other seafarers, including refugees, serving under its flag or registered at its employment offices.

The holders of valid documents should be assured of readmission to the territory of the issuing state. Ratifying countries would agree to permit the entry of document holders for specified purposes without prejudice to the basic right to refuse entry or a stay on its soil to any particular individual.





# TEAMWORK in INDUSTRY

A program of labour-management co-operation through joint consultation in the civic administrative field presents certain unique problems not encountered by labour-management committees in the industrial field. The major problem to be dealt with is that of organization, especially in larger municipalities. Unlike the average factory, operations are spread over a wide area and each operational department is relatively speaking, independent of other departments. Basically, however, the reasons for labour-management consultation and co-operation are the same regardless of the type of undertaking. Better communications, improved relationships, more efficient work methods, are as necessary in civic undertakings as they are in business.

The City of Calgary has been able to overcome many organizational problems in this regard and, with the active co-operation of the union, has been able to accomplish a great deal through a system of labour-management committees.

Early in 1955, the first labour-management committees were organized in the Engineering and Parks Departments and supplanted the safety committees that had been in operation in each of these departments. It was proposed that the new committees continue the work of the safety committees but that their scope of operations be broadened to include other functions. The committees would make recommendations to management but not perform any of the functions of management. Wages, hours of labour, conditions of employment, grievances and other collective bargaining subjects are outside the scope of these committees and are not discussed by them.

Gradually the number of committees has been increased, and there are now eight labour-management committees in operation in the Calgary civic services. From all indications these committees are having a beneficial effect in the tremendous job of providing more and better service to the public. It is expected that other committees will be organized covering the Fire, Police, Health and Garage Departments, the Airport and the general departments.

It is also expected that in the future an over-all Steering Committee will be formed of representatives from all the committees. When this is accomplished it is felt that the maximum benefits of labour-management co-operation will be felt throughout the civic services.

Many useful suggestions have been considered by these committees and put into effect. Closer co-operation is developing between the various divisions and employees know that they have a channel through which suggestions and ideas can be processed.

It has also been necessary to implement a formal system for handling suggestions. It is felt that in this way the effectiveness of the committees will be increased. The various committees have been in operation for one and a half years and the enthusiasm of the representatives and the employees has remained high. The general feeling among those involved is that the over-all objectives of the committees have been accomplished. This is the result perhaps of the close parallel between the preamble to the constitution of the labour-management committees and the statement of purpose that precedes each collective bargaining agreement. These outline the general attitude of the employees and management towards the committees and joint consultation.

The preamble to the labour-management committee constitution says: "Recognizing the community interests in the efficient economic and safe operation of the City's business and believing that good employee and employer relations grow out of satisfactory co-operation in the various work units, the management and employees of the City of Calgary hereby agree to work together in the establishment and operation of labour-management committees."

A statement of a similar nature appears in the preamble to the collective agreements. "It is the desire of both parties to this agreement to maintain the existing harmonious relations between the City and members of the Association, to promote co-operation and understanding between the City and its employees, and to recognize the mutual value of joint discussion," the statement says in part.

Establishment of Labour-Management Committees is encouraged and assisted by the Labour-Management Co-operation Service, Industrial Relations Branch, Department of Labour. In addition to field representatives located in key industrial centres, who are available to help both managements and trade unions, the Service provides various aids in the form of booklets, posters and films.

# INDUSTRIAL RELATIONS AND CONCILIATION

## Certification and Other Proceedings before the Canada Labour Relations Board

The Canada Labour Relations Board met for three days during November. The Board issued five certificates designating bargaining agents, ordered one representation vote, and rejected five applications for certification. During the month, the Board received fourteen applications for certification, allowed the withdrawal of eight applications for certification, and received one application for revocation of certification.

### Applications for Certification Granted

1. International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, Local 106, on behalf of a unit of employees of Hill The Mover (Canada) Limited, operating in and out of the City of Montreal (L.G., Oct., 1956, p. 1272).

2. International Longshoremen's and Warehousemen's Union, Local 512, on behalf of a unit of gear locker employees and water boys employed by the Empire Stevedoring Company Limited, Vancouver, B.C. (L.G., Nov. 1956, p. 1404).

3. The Commercial Telegraphers' Union, Canadian Pacific Division No. 1, on behalf of a unit of motor messengers employed by the Canadian Pacific Railway Company at Montreal, Ottawa, Toronto, Winnipeg, Regina, Calgary, Edmonton and Vancouver (L.G., Nov. 1956, p. 1404).

4. Canadian Merchant Service Guild, Inc., on behalf of a unit of first mates, second mates, and third mates employed on vessels operated by St. Charles Transportation Company Limited, Limoilou, Que (L.G., Dec., p. 1544).

5. International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, Local 106, on behalf of a unit of employees of Motorways (Quebec) Limited, Montreal, operating in and out of the City of Montreal (L.G., Dec., p. 1544).

### Representation Vote Ordered

The Board ordered a representation vote of a unit of employees of Consolidated Denison Mines Limited, Spragge, Ont., following consideration of an application made by the International Union of Mine, Mill and Smelting Workers, with the name of the applicant only on the ballot. The Board ordered that the ballots of stationary engineers be segregated (L.G., Nov. 1956, p. 1404) (Returning Officer: F. J. Ainsborough).

### Applications for Certification Rejected

1. International Union of Mine, Mill and Smelter Workers, applicant, and Algom Uranium Mines Limited, Algoma Mills, Ont., respondent (L.G., Mar. 1956, p. 291). The application was rejected because the applicant had, on the date of the application, no members in good standing in the proposed unit, either under its own constitution or under the provisions of the Board's Rules of Procedure.

2. Seafarers' International Union of North America, Canadian District, applicant, and Toronto Towing and Salvage Company Limited, Toronto, respondent (L.G., Sept. 1956, p. 1135). The application was rejected because a majority of the employees affected were not members in good standing in accordance with Rule 15 of the Board's Rules of Procedure.

3. United Steelworkers of America, applicant, and Consolidated Denison Mines Limited, Spragge, Ont., respondent (L.G., Nov. 1956, p. 1404). The application was rejected because it was not supported by a majority of the employees affected.

This section covers proceedings under the Industrial Relations and Disputes Investigation Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board and the Industrial Relations Branch of the Department.



4. International Longshoremen's Association (independent), Local 1843, applicant, and National Harbours Board, Halifax, respondent (L.G., Nov. 1956, p. 1404). The application was rejected because the employees claimed to be in support of the application were not members in good standing in accordance with the Board's Rules of Procedure.

5. Seafarers' International Union of North America, Canadian District, applicant, and Clarke Steamship Company Limited, Montreal, respondent (L.G., Dec. 1956, p. 1544). The Board refused consent to the making of the application prior to the expiry of ten months of the term of the existing collective agreement.

## Applications for Certification Received

1. Canadian Merchant Service Guild, Inc., on behalf of deck officers employed by Powell Transports Limited, Fort William, Ont., aboard the SS. *Starbuck* (Investigating Officer: J. S. Gunn).

2. Canadian Merchant Service Guild, Inc., on behalf of deck officers employed by K. A. Powell (Canada) Limited, Fort William, Ont., aboard the SS. *Starbelle* (Investigating Officer: J. S. Gunn).

3. International Union, United Automobile, Aircraft and Agricultural Implement Workers of America, on behalf of a unit of clerical employees of British Overseas Airways Corporation employed at Montreal and Dorval (Investigating Officer: R. Trépanier).

## Scope and Administration of Industrial Relations and Disputes Investigation Act

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Industrial Relations Branch. The branch also acts as the administrative arm of the Canada Labour Relations Board, in matters under the Act involving the board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certifications given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for applications for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to

the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents, the writing of provisions—for incorporation into collective agreements—fixing a procedure for the final settlement of disputes concerning the meaning or violation of such agreements and the investigation of complaints referred to it by the minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported below under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board, and (2) Conciliation and other Proceedings before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of two officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; two officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; three officers resident in Toronto confine their activities to Ontario; three officers in Montreal are assigned to the province of Quebec, an a total of three officers resident in Fredericton, Halifax and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch of the Director of Industrial Relations and staff are situated in Ottawa.

4. United Steelworkers of America, on behalf of a unit of employees of Faraday Uranium Mines Limited, Bancroft, Ont. (Investigating Officer: F. J. Ainsborough).

5. United Steelworkers of America, on behalf of a unit of employees of Bicroft Uranium Mines Limited, Bancroft, Ont. (Investigating Officer: F. J. Ainsborough).

6. Canadian Merchant Service Guild, Inc., on behalf of a unit of deck officers employed aboard vessels operated by the Algoma Central and Hudson Bay Railway Company, Sault Ste. Marie, Ont. (Investigating Officer: F. J. Ainsborough).

7. National Union of Operating Engineers of Canada, Local 850, United Construction Workers' Division of District 50, United Mine Workers of America, on behalf of a unit of operating enginemen and operating enginemen helpers employed by the National Harbours Board at Montreal.

8. International Association of Machinists, on behalf of a unit of crew clerks and crew schedulers employed by Trans-Canada Air Lines at Halifax, Dorval, Toronto, Winnipeg, and Vancouver (Investigating Officer: C. E. Poirier).

9. International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, Local 938, on behalf of employees of The Walter Little Limited, Kirkland Lake, Ont. (Investigating Officer: F. J. Ainsborough).

10. Brotherhood of Locomotive Engineers, on behalf of locomotive engineers employed by the Wabash Railroad Company on its Buffalo Division, lines east of Detroit (Investigating Officer: F. J. Ainsborough).

11. International Longshoremen's and Warehousemen's Union, Local 509, on behalf of a unit of longshoremen employed by Coastwise Pier Limited, Vancouver, in the loading and unloading of coastwise vessels (Investigating Officer: G. R. Currie).

12. International Brotherhood of Boiler-makers, Iron Ship Builders, Blacksmiths, Forgers and Helpers, Local 1565, on behalf of a unit of employees of the Canadian National Railways employed in its Transcona Reclamation Plant, Winnipeg (Investigating Officer: J. S. Gunn).

13. International Union of Mine, Mill and Smelter Workers, on behalf of a unit of employees of Faraday Uranium Mines Limited, Bancroft, Ont. (Investigating Officer: F. J. Ainsborough).

14. International Longshoremen's Association (independent), on behalf of a unit

of employees of Eastern Canada Stevedoring Company Limited employed in the loading and unloading of vessels in the Port of Montreal (Investigating Officer: R. Trépanier).

### Applications for Certification Withdrawn

1. International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, Local 419, applicant, and Hill The Mover (Canada) Limited, Toronto, respondent (L.G., Dec. 1956, p. 1544).

2. Brotherhood of Locomotive Engineers, applicant, and Wabash Railroad Company (Buffalo Division, lines east of Detroit), respondent (L.G., Dec. 1956, p. 1544). The application was later re-submitted (see above).

3. United Steelworkers of America, applicant, and Algoma Uranium Mines Limited, Algoma Mills, Ont., respondent (L.G., March 1956, p. 290).

4. United Steelworkers of America, applicant, and Pronto Uranium Mines Limited, Algoma Mills, Ont., respondent (L.G., May 1956, p. 541).

5. International Association of Machinists, Local 1522, applicant, and Atomic Energy of Canada Limited, Chalk River, Ont., respondent (L.G., Dec. 1956, p. 1544).

6. Canadian Merchant Service Guild, Inc., applicant, and Abitibi Power and Paper Company Limited, Port Arthur, Ont. (L.G., Dec. 1956, p. 1544).

7. International Union of Operating Engineers, Local 796, applicant, and Pronto Uranium Mines Limited, Algoma Mills, Ont., respondent (L.G., Dec. 1956, p. 1544).

8. International Union of Operating Engineers, Local 796, applicant, and Algoma Uranium Mines Limited, Algoma Mills, Ont., respondent (L.G., Dec. 1956, p. 1544).

### Application for Revocation of Certification Received

During November, the Board received an application for revocation of certification affecting Dwayne A. Johns (Keith Sterling) and David Johnson, applicants, and National Association of Broadcast Employees and Technicians, respondent, and CKOY Limited, Ottawa, respondent. The application was for revocation of the certification issued by the Board on June 24, 1953, to the National Association of Broadcast Employees and Technicians in respect of a unit of employees of CKOY Limited (L.G., 1953, p. 1154).



# Reasons for Judgment in Certification Application Affecting

Seafarers' International Union of North America, Canadian District  
and

Hamilton Tug Boat Company, Limited

The Board consisted of Mr. A. H. Brown, Vice-Chairman and Acting Chairman, and Messrs. W. L. Best, E. R. Complin, J. A. D'Aoust, A. J. Hills, G. Picard and A. C. Ross, members.

## Reasons for Judgment

This is an application for certification as bargaining agent for a unit of employees of the respondent made in the first instance with regard to the unlicensed employees employed aboard the tug *Prudence*. In determining the case, the Board decided that the appropriate bargaining unit also included the unlicensed employees of the respondent employed aboard the tug *Thistle*, which vessel is operated intermittently by the company.

A hearing was held by the Canada Labour Relations Board on August 30, 1956, at which argument on behalf of both parties was presented and evidence considered. Following the conclusion of the hearing the Board ordered that a representation vote be taken of the employees in the proposed bargaining unit. The vote was taken on September 24, when 10 out of 14 eligible voters cast ballots. All of the ballots were cast in favour of the applicant.

At the hearing it was argued for the respondent:

(1) That the applicant is not a "trade union" or "union" within the meaning of the Industrial Relations and Disputes Investigation Act;

(2) That the applicant is not entitled to bargaining rights because of the restrictions imposed on eligibility for membership in the applicant organization.

Both points of argument were based upon provisions in the applicant's constitution, considered (in respect of the first point) in relation to a provision of the Fair Employment Practices Act of Ontario, these provisions being as follows:

From the applicant's constitution, Article II Section 1—

Candidates for membership shall be Canadian citizens, or be eligible to such citizenship.

Article VII Section 2: ... All members in good standing shall be eligible for any regular office, provided:

(a) That he is a Canadian citizen.

From the Fair Employment Practices Act of Ontario, S.O. 1951, c. 24.

Section 4: No trade union shall exclude from the membership or expel or suspend any person or member or discriminate against any person or member because of race, creed, colour, nationality, ancestry or place of origin.

As the industry involved in the application falls within federal rather than provincial jurisdiction the governing statute is not the Ontario Fair Employment Practices Act, but the Canada Fair Employment Practices Act, S.C. 1952-53, c. 19, Section 4(3) of which reads as follows:

No trade union shall exclude any person from full membership or expel or suspend or otherwise discriminate against any of its members or discriminate against any person in regard to his employment by any employer, because of that person's race, national origin, colour or religion.

While the Ontario Act uses the term "nationality" and the Canadian Act uses the term "national origin" it is doubtful if there is any real distinction between the meaning of the two terms, as Section 2(g) of the Canadian Act defines "national origin" as including nationality and ancestry.

With respect to the first point of argument it was contended on behalf of the respondent that the quoted provisions of the applicant's constitution were in direct violation of Section 4 of the Ontario Fair Employment Practices Act, and that "an organization which is organized in such a way as to violate or abrogate the laws of this land cannot be considered a trade union within the meaning of the legislation". By legislation was meant the Industrial Relations and Disputes Investigation Act of Canada. If we assume that for the purposes of argument on this point Section 4(3) of the Canadian Act has the same meaning as Section 4 of the Ontario Act the same contention would no doubt be advanced.

The Board does not agree with this argument. The Canada Fair Employment Practices Act provides penalties by way of fine for breaches thereof. It further provides that complaints may be inquired into by an Industrial Inquiry Commission and on receipt of the Commission's recommendations the Minister of Labour may issue any order he deems necessary to carry

the recommendations into effect, which order is final and conclusive and must be complied with. There is nothing in the Act which affects the existence or status of an employer or union that has committed a breach of the Act or has been accused of so doing. Under these circumstances the Board cannot imagine that a breach of Section 4(3) of the Canada Fair Employment Practices Act by a trade union has the effect of destroying its status as a trade union within the meaning of the Industrial Relations and Disputes Investigation Act. At the most the union's constitutional rule respecting citizenship might be held to be invalid, but the union itself would not be affected.

With respect to the second point of argument it was contended that many persons employed by the company might not be Canadian citizens or eligible for Canadian citizenship, and that by reason of the provisions of the applicant union's constitution quoted above, such employees could not possibly be members of the union. From this it was argued that the union was not entitled to certification. Certification gives the union collective bargaining rights for all employees in the bargaining unit. It was argued that the legislation was not intended to secure bargaining rights to a union in respect of employees who, by the terms of the union's constitution, could not be members of the union. Three decisions of the Ontario Board were cited in support of this argument, viz.,—

Christian Labour Association of Canada, Hamilton Local (Applicant), and Bosch & Keuning (Canada) Limited, Respondent, CCH 13, 154.

London Association of Painting and Decorating Journeymen (Applicant), and Gaymer & Oultram (London), Respondent, CCH 13, 130.

Ottawa Printing Crafts Union (Applicant), and The Ottawa Citizen, Respondent, and Ottawa Typographical Union (Intervener), CCH 13, 133.

On behalf of the applicant it was stated that "in our union there is absolutely no discrimination in employment because of nationality or lack of nationality", and counsel for the respondent stated that he had no evidence that the union had ever refused membership on this ground. He argued, however, that this fact was irrelevant, basing his argument on the contention that some employees, who by reason of the union's constitution were not eligible for membership, might be discriminated against, *e.g.*, they might lose

their jobs if the union made an agreement with the company which required all employees to be members of the union.

The Board considers it unnecessary to examine the reasons for the three decisions of the Ontario Board cited above, being of the opinion that the present application turns upon the provisions of the Industrial Relations and Disputes Investigation Act and its own facts.

The governing legislative provision is, in the Board's opinion, Section 9(2) of the Act, as follows:

9. (2) When, pursuant to an application for certification under this Act by a trade union, the Board has determined that a unit of employees is appropriate for collective bargaining

- (a) if the Board is satisfied that the majority of the employees in the unit are members in good standing of the trade union, or
  - (b) if, as a result of a vote of the employees in the unit, the Board is satisfied that a majority of them have selected the trade union to be a bargaining agent on their behalf,
- the Board may certify the trade union as the bargaining agent of the employees in the unit.

The Board is satisfied that the unit, including the unlicensed employees of the respondent employed aboard the tug *Thistle*, is appropriate for collective bargaining. A majority of the employees in the unit at the time of filing the application were shown to be members of the union, but because changes in personnel in this industry were reported to be frequent, the Board ordered that a vote be taken. Fourteen employees were found eligible to vote. Ten of them voted and all of their votes were cast in favour of the applicant as their bargaining agent in collective bargaining with their employer. These facts conclusively prove that a majority of the employees in the unit had selected the applicant union to be a bargaining agent on their behalf, in accordance with Section 9(2)(b) of the Act.

The Board therefore has ordered certification of the applicant.

(Sgd.) C. RHODES SMITH,  
for the Board.

For the Applicant:

LEONARD J. McLAUGHLIN, Esq.  
WM. GLASGOW, Esq.

For the Respondent:

D. L. G. JONES, QC, Esq.  
FREDERICK ELLIS, Esq.



# Conciliation and Other Proceedings before the Minister of Labour

## Conciliation Officers Appointed

During November, the Minister of Labour appointed conciliation officers to deal with the following disputes:—

1. Hamilton Tug Boat Company Limited, and Seafarers' International Union of North America, Canadian District (Conciliation Officer: F. J. Ainsborough).

2. Eldorado Mining and Refining Limited (Beaverlodge operations), Eldorado, and International Union of Mine, Mill and Smelter Workers, Local 913 (Conciliation Officer: J. S. Gunn).

3. Smith Transport Limited, Montreal, and Transport Drivers, Warehousemen and Helpers Union, Local 106, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: R. Trépanier).

4. Cadwell Marine Limited, Niagara Falls, and Seafarers' International Union of North America, Canadian District (Conciliation Officer: F. J. Ainsborough).

5. Dominion Shipping Company Limited and Seafarers' International Union of North America, Canadian District (Conciliation Officer: R. Trépanier).

## Settlement Reported by Conciliation Officer

Shipping Federation of British Columbia, and International Longshoremen's and Warehousemen's Union, Local 505 (Conciliation Officer: G. R. Currie) (L.G., Nov., p. 1405).

## Conciliation Boards Appointed

1. Vancouver Hotel Company (Canadian National Railways-Canadian Pacific Railway Company) and International Union of Operating Engineers, Local 882; International Association of Machinists, Local 692; United Association of the Plumbing and Pipefitting Industry, Local 170; International Brotherhood of Electrical Workers, Local 213 (Conciliation Officer: G. R. Currie) (L.G., Oct., p. 1272).

2. Canadian National Steamships (West Indies) Limited, and Seafarers' International Union of North America, Canadian District (Conciliation Officer: R. Trépanier) (L.G., Nov., p. 1405).

3. Polymer Corporation Limited, Sarnia, and Local 16-14, Oil, Chemical and Atomic Workers International Union (Conciliation Officer: F. J. Ainsborough) (L.G., Dec., p. 1545).

4. Canadian National Railways (Niagara, St. Catharines and Toronto Railway, and Oshawa Electric Railway) and the Brotherhood of Railroad Trainmen (This dispute was in the first instance referred to a conciliation board and not to a conciliation officer).

## Conciliation Board Fully Constituted

The Board of Conciliation and Investigation established in October to deal with matters in dispute between the Canada Steamship Lines Limited (Montreal Terminal) and the Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees (L.G., Dec., p. 1546) was fully constituted in November with the appointment of Carl H. Goldenberg, QC, Montreal, as Chairman. Mr. Goldenberg was appointed by the Minister on the joint recommendation of the other two members, Clifford Howard, QC, and Dr. J. Weldon, both of Montreal, who were previously appointed on the nomination of the company and union respectively.

## Board Reports Received during Month

1. Railway Express Agency, Inc., New York, and the Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees (L.G., Aug., p. 1025). The text of the report is reproduced below.

2. Canadian Pacific Air Lines Limited, Vancouver, and International Association of Machinists, Canadian Airways Lodge No. 764 (L.G., Sept., p. 1136). The text of the report is reproduced below.

## Settlement Following Board Procedure

Eastern Canada Stevedoring Company Limited, Halifax, and Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees (L.G., Aug., p. 1025).

## Settlements Following Strike Action

1. Saguenay Terminals Limited, Port Alfred, and National Syndicate of Longshoremen of Ha! Ha! Bay Inc. (L.G., Aug., p. 1025).

2. Saguenay Terminals Limited, Port Alfred, and the National Syndicate of Salaried Employees of Saguenay Terminals (L.G., Aug., p. 1025).

# Report of Board in Dispute between

Railway Express Agency, Inc.

and

Brotherhood of Railway and Steamship Clerks, Freight  
Handlers, Express and Station Employees

When the parties came before the Board, the area of dispute between them was as follows. The union proposed, in brief, that existing wage rates be raised to parity with those paid the company's employees in the United States. The company rejected this proposal, but offered to sign a new agreement incorporating the results of the recent negotiations between the Canadian railways and their non-operating employees. The Board was unable to bring the parties to agreement, or indeed, to narrow the differences between them.

In the Board's view the company's position rested on two main arguments: first, that the natural standard for Canadian employees is found in Canadian rather than American working conditions, and, secondly, that the standard on which their offer is based is established by a series of precedents. The union's position, on the other hand, appears to depend on the following points: first, that the Canadian employees of the American railways who own the Railway Express Agency are paid American rates; secondly, that the company's revenues are based on American rather than Canadian scales; and, thirdly, that the settlements on the Canadian railways in recent years have been substantially modified by findings that the railways, as a result of public policy, are "unable to pay". The Railway Express Agency pleaded orally before this Board

on its corresponding financial difficulties and its burden of operating with an annual deficit.

We have weighed these arguments as carefully as we can. We have concluded that the Canadian standard, which has been confirmed by consistent precedents, is more appropriate than any standard based upon American conditions.

On the question, however, as to the use of the settlement on the Canadian railways as a complete standard there was considerable discussion among the members of this Board arising from the comments of those who have had to adjudicate or conciliate in the railway negotiations in the past few years where they have observed that the railways' "ability to pay", affected as it is by public policy, would modify their recommendations.

Mr. Slattery is of the view, since the Agency is operating at a substantial annual deficit to its owners running over 50 million dollars per year and has its own financial burdens commensurate with those in the Canadian railways, that the evidence does not justify any departure from the patterns and precedents that have been established in the past and always followed. Mr. Slattery maintains that the railway report of April 9, 1956, is the best standard available for the railway express industry in Canada, and would recommend, along with the health and welfare plan outlined below;—

an increase of 6 per cent of the wage rates, effective April 1, 1956, with one-half of this increase to be retroactive to January 1, 1956; a further increase of 2 per cent effective November 1, 1956, and a further increase of 3 per cent effective June 1, 1957.

On the other hand, Mr. Weldon is of the opinion that at the least the full wage increase of 11 per cent should be effective from January 1, 1956, since even that increase would be less than that which almost any major group of Canadian wage earners has realized. He is ready to agree that conciliators in railway disputes have been increasingly reluctant to reduce their recommendations because of inability to pay that springs from public policy, but feels that in fact the last settlement was

During November, the Minister of Labour received the unanimous report of the Board of Conciliation and Investigation established to deal with the dispute between the Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, and the Railway Express Agency, Inc., New York, affecting the Canadian operations of the employer.

The Board was under the chairmanship of His Honour Judge Paul E. Côté, Montreal, who was appointed by the Minister in the absence of a joint recommendation from the other two members, T. P. Slattery, QC, and Dr. J. Weldon, both of Montreal, nominees of the company and union respectively.

The text of the report is reproduced here.



reduced for that cause to the extent at least of the delays in the wage increases. He does not dispute that the Railway Express Agency has financial difficulties in the United States, doubts that they do in respect of their Canadian operations, but in any case believes the matter irrelevant.

After further discussion, and subject to the reservations of the members of the Board indicated above, it was felt by the full Board that it was fair and reasonable, viewing the matter in a practical light, to recommend a final settlement as follows:—

1. An increase of 7 per cent in the wage rates effective January 1, 1956;

2. A further increase of 2 per cent effective November 1, 1956, such further increase to be based on the wage rates as they were at December 31, 1955;

3. A further increase of 2 per cent effective June 1, 1957, such further increase also

to be computed on the wage rates as they were at December 31, 1955;

4. Effective January 1, 1957, a health and welfare plan be instituted for the employees, on a contributory basis, costing in total 5 cents per hour (or the monthly equivalent) per employee, toward the cost of which the Agency is to contribute 2½ cents per hour (or the monthly equivalent) per employee commencing January 1, 1957, the details of such plan to be negotiated by the parties by said date.

Respectively submitted.

(Sgd.) PAUL E. CÔTÉ,  
*Chairman.*

(Sgd.) T. P. SLATTERY,  
*Member.*

(Sgd.) J. C. WELDON,  
*Member.*

Montreal, November 2, 1956.

## Report of Board in Dispute between Canadian Pacific Air Lines Limited and International Association of Machinists

When the Board heard the parties on November 16, 1956, eight issues were outstanding between the parties:—

1. Living allowance at outside bases.
2. Recognition of a new classification—Aircraft Technician.
3. Double time rates after specified hours.
4. Payment for travel time.
5. Overtime on reassigned days off.
6. Special fare rates on company aircraft.
7. Medical and insurance plan.
8. Wage increases.

As no facts were in dispute, there were no witnesses and no findings. The recommendations of the Board follow.

1. The question of living allowances at outside bases was settled by agreement between the parties that the following clause should be inserted in their new agreement:

The Company recognizes that if an employee or group of employees feel that he or they have been unfairly treated on the matter of special allowances, an individual or a representative of the group may seek redress through the grievance procedure.

2. The Board does not consider that there is any pressing need for recognition at the present time of the proposed new classification—Aircraft Technician.

3. As regards double-time rates after specified hours, the union advanced four proposals:—

Overtime shall be paid at the rate of double time, on the minute basis

- i. for all overtime hours worked in excess of four,
- ii. for all hours worked in excess of eight (8) on a statutory holiday,
- iii. for all hours worked in excess of eight (8) on the first of an employee's assigned rest days,

During November, the Minister of Labour received the majority and minority reports of the Board of Conciliation established to deal with a dispute between the International Association of Machinists, Canadian Airways Lodge No. 764, and the Canadian Pacific Air Lines Limited, Vancouver.

The Board was under the Chairmanship of Dr. Henry F. Angus, Victoria, who was appointed by the Minister on the joint recommendation of the other two members, John Gould and Albert Alsbury, both of Vancouver, nominees of the company and union respectively.

The majority report, which under the provisions of the Industrial Relations and Disputes Investigation Act constitutes the report of the Board, was submitted by the Chairman and Mr. Alsbury. The minority report was submitted by Mr. Gould.

The text of the report is reproduced here.

- iv. for all hours worked on an employee's second rest day.

The company was opposed to any double time rates on the ground that penalty rates were inappropriate when overtime could not reasonably be avoided.

The Board recommends that overtime should be paid at the penalty rate of double time, on the minute basis, in three cases:—

- i. for all overtime hours worked in excess of twelve,
- ii. for all hours worked in excess of ten (10) on a statutory holiday,
- iii. for all hours worked in excess of eight (8) on an employee's assigned rest day.

As these rates are penalties designed to reduce overtime the Board recommends

- i. that their application should be limited to main bases,
- ii. that the clause relating to rest days should take effect only if Article 3, Clause 13, of the Agreement (Exhibit 2) is amended by adding the words, "unless the requirements of the service dictate otherwise".

4. As regards payment for travel time the parties agreed to accept the following proposal which had been drafted during their earlier negotiations:

In the event that an employee both travels and works on the same day, overtime rates shall apply to all work performed outside his scheduled working hours. When an employee travels at the request of the Company on an assigned rest day or statutory holiday and when he cannot be assigned another day off in lieu thereof within a period of ten (10) days after return to his home base, such travel time, up to a maximum of eight (8) hours shall be compensated for at overtime rates.

5. As regards overtime on reassigned days off the union dropped its argument for the period of this agreement, believing that a better understanding would result from the deletion of the present Clause 14, Article 3, and the insertion as a substitute thereof of two new clauses arrived at in the course of the earlier negotiations.

6. The Board does not consider that the proposal for special fare rates on company aircraft lower than those at present in force is justifiable. No change in existing arrangements is recommended.

7. The union asked that the company should contribute to the existing medical plan and to group life insurance pending the possible establishment of a more comprehensive plan for its railway employees which would be acceptable to the union.

The Board was unanimous in recommending that the union should have the following options:

- i. to continue the present arrangements, including sick leave,
- ii. to substitute for the present arrangements the arrangements to be made for railway employees as from the date when these come into operation or at any time thereafter.

8. As regards wage increases the only agreement between the parties was that there should be some increase and that the increase should be expressed in percentage terms so as not to disturb the relative position of employees. The union desired the new rates to be related primarily to wage rates for similar occupations in British Columbia. The company emphasized that the new rates would apply outside as well as inside British Columbia and contended that the Canadian Pacific rates should not exceed those paid by TCA.

After giving the matter very careful consideration the Board recommends a wage increase of five (5) per cent to be effective from the date of the new agreement, *i.e.* February 1, 1956.

The above recommendations are respectfully submitted.

(Sgd.) H. F. ANGUS,  
*Chairman.*

(Sgd.) A. T. ALSBURY,  
*Member.*

## MINORITY REPORT

It is with regret that I find myself unable to join with the Chairman and my fellow member of this conciliation board in a unanimous opinion. This dissent relates to only one of the eight matters before the Board, namely, the request of the International Association of Machinists, Canadian Airways Lodge No. 764, for a general wage increase of 10 per cent across the board. I am aware that the majority decision awards a wage increase of 5 per cent across the board. It is my view that no more and no less than 4 per cent across the board would have been the proper decision.

Canadian Pacific Airlines and Trans Canada Airlines are by far the two largest airline operators in Canada, and as between them Trans Canada Airlines (hereinafter called TCA) is several times larger in scope than Canadian Pacific Airlines (hereinafter called CPA). During the most of 1955, in the categories of employees covered by the certification from which has arisen the agreement before this Board, there was



very close to literal parity in wage levels. A new TCA agreement, dating from January 1, 1956, has been negotiated and signed. The agreement before this Board for amendment dates from only a month later, namely, February 1, 1956. The new TCA agreement, namely that dating from January 1, 1956, included as its main amendment a 4 per cent increase across the board. In other words it put TCA for 1956 and a part of 1957, 4 per cent above the 1955 CPA, wage level. Had this Board decided upon a 4 per cent increase across the board for the present CPA agreement, it would have restored approximate parity as between TCA and CPA, at least during the term of the agreement. There would have been a one month lag, namely the month of January 1956, because of the different commencement dates of the two agreements.

My colleagues on this Board have awarded to the CPA employees in this conciliation a 5 per cent increase across the board. In short, CPA is now to pay its employees more than does TCA. I see no justification for this. Such a view requires, of course, an explanation, because stated baldly it could be misinterpreted as a view that wage levels should either remain static or go up in unison across the whole of any one industry. The reasons why I feel that CPA should not be expected to lead an upward adjustment in wages paid are two:—

1. TCA during 1955 paid the highest wage scale of the industry in Canada, and during that part of 1956 which has so far expired, has again paid the highest wage scale of the industry in Canada.

2. TCA enjoys a permanent advantage over CPA, so long as the avowed policy of the present Federal Government inaugurated with the inauguration of TCA in the early 1930's continues to prevail.

In explanation of point No. 1 above, little need be said, other than that in my view if CPA is expected to match but not exceed the highest wage level in the industry in Canada, nothing more should be asked of it.

In explanation of reason No. 2 above, the facts are as follows. If one joins by a line on a map of Canada the major points of population, and therefore the major passenger traffic sources in Canada, from Vancouver to Halifax, it will be found that the line runs east and west. In other words the best passenger traffic route, and probably freight route, is the east and west run between the great centres of population. The policy of the present government is and has been since inauguration of TCA to leave that route for the exclusive use of TCA. CPA has applied for and failed to obtain the right to carry passengers east and west, and has more recently applied for and failed to obtain a licence to carry freight east and west. This is my principal reason for dissent in this matter, as I feel strongly that a line which suffers under what has so far been a permanent disadvantage in comparison to its chief competitor should not be expected to pay a higher wage level than that competitor. I would not want this dissent to be misinterpreted as the expression of an opinion with reference to public and private ownership. That is a political matter and has nothing whatsoever to do with the subject matters before this Board or with this dissent. Nor do I suggest that what is said in this dissenting report should have the slightest relationship to any other set of circumstances such as the Canadian Pacific Railway and the Canadian National Railway. An analogy does not necessarily lie. This dissent is restricted in its reasoning to the two points dealt with above, and more emphatically to the second, namely the so far permanent disadvantage under which CPA has suffered in comparison to TCA. It seems to me that a decision such as a 5 per cent increase adds to the comparative disadvantage of CPA, whereas if a difference were to be made at all between the wage levels of the two it should be in the other direction, in order to compensate for discrimination which really exists, not aggravate it.

(Sgd.) JOHN GROVES GOULD,  
Member.

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## To Offer Beer during Campaign not Violation of Taft-Hartley

An employer's charge that a union had coerced workers, in violation of the Taft-Hartley Act, by buying them beer during an organizing campaign was dismissed by the United States National Labor Relations Board. "The allegation, even if true, did not constitute a violation under the Act," a Board official ruled.

Also dismissed were charges that the union had obtained signatures on membership cards by threatening workers with loss of jobs, offering reduced initiation fees, and exaggerating union wage scales in other localities.

# LABOUR LAW

## Legal Decisions Affecting Labour

Order directing representation vote that was issued before appropriate bargaining unit was determined is held invalid in Saskatchewan. In British Columbia, injunction against coercive picketing is continued

An order of the Saskatchewan Labour Relations Board directing a representation vote of Simpsons-Sears employees was quashed in the Saskatchewan Court of Appeal on the application of the employer, on the ground that the appropriate bargaining unit had not been determined by the Board before the vote was ordered.

Picketing of a British Columbia highway transport firm admittedly intended to prevent the firm from carrying on its business was held to be coercive, and an injunction against the picketing was continued until the trial of the action.

### Saskatchewan Court of Appeal . . .

. . . rules that appropriate bargaining unit must be designated before representation vote is directed

On June 26, 1956, the Saskatchewan Court of Appeal, on the application of a retail firm, quashed an order of the Saskatchewan Labour Relations Board directing a representation vote because the Board had issued the order without having first determined that the proposed unit was an appropriate one for collective bargaining purposes.

The proceedings began on August 15, 1955, when the Department Store Organizing Committee, Local 1004, filed an application asking the Board to declare a group of 325 employees of Simpsons-Sears, Limited, an appropriate unit of employees for the purpose of bargaining collectively. The Board, in an order dated October 28, 1955, directed that a vote be taken among these employees to determine whether or not they wished to be represented by Local 1004.

On November 14, 1955, the company entered a motion to quash the order on the ground that the Board had directed the representation vote without first having determined whether the unit was an appropriate one and whether the 325 persons named by the union could properly be included in the unit.

Mr. Justice Gordon, who delivered the judgment of the Court, said that there was no direct determination of any appropriate unit of the company's employees nor could he see that any designation had been made by inference, as claimed by the union. The order in question merely directed that a vote be taken.

The only power of the Labour Relations Board to direct a representation vote was that given by Section 6 of the Trade Union Act, which, he was sure, required that an appropriate unit of employees be first determined under Section 5 of the Act.

With respect to the argument that a vote could be directed for the information of the Board, the Judge said that he did not think the Board could direct a vote under Section 6 to obtain information which it should get under Section 15 of the Act, which gives the Board and its agents the power of a commissioner under The Public Inquiries Act.

After referring to two recent cases in which the Court had held that it had no power to amend or refer matters back to the Board, the Judge stated that the only power the Court had was to say whether the order of the Board was within or without its jurisdiction. In his opinion, the Board had no jurisdiction to make the order directing a vote without first determining the appropriate unit of employees.

Because counsel for the union had argued that an appropriate bargaining unit had been designated by inference, the Judge could see no reason for departing from the general rule that unsuccessful litigants pay the costs of the proceedings. He therefore quashed the order of the Board and directed that the Board and the Union pay the

This section, prepared by the Legislation Branch, reviews labour laws as they are enacted by Parliament and the provincial legislatures, regulations under these laws, and selected court decisions affecting labour.



costs of the application. *Re Trade Union Act, Simpsons-Sears Limited v. Department Store Organizing Committee Local 1004* (1956) 19 WWR 439.

### British Columbia Supreme Court . . .

... holding that picketing for a coercive purpose is illegal, orders interim injunction continued

In the British Columbia Supreme Court on September 14, 1956, Mr. Justice Ruttan continued until trial an interim injunction enjoining a union from picketing the premises of a transport company on the ground that the picket, which was admitted to have been established for coercive purposes, was illegal.

The *ex parte* injunction had been granted to the Midland Superior Express Limited on May 22, 1956, by Mr. Justice Clyne after the General Truck Drivers and Helpers Union, Local 31, had picketed the plaintiff's premises following an unsuccessful attempt to unionize the company's operators.

In reply to the argument that even if other acts of the defendants were found to be illegal, the picket itself was perfectly legal under the terms of Sections 3 and 4 of the Trade-unions Act, Mr. Justice Ruttan said that there was no doubt that a legal picket could exist side by side with other illegal acts being carried on by the parties to a trade dispute. This principle had been laid down in *Williams v. Aristocratic Restaurants* (L.G. 1951, p. 1553), and had been reiterated in a more recent case, *Mostrenko v. Groves* (L.G. 1953, p. 1515), where the Judge had stated that picketing in the sense of attending at or near a place to communicate information was, in the absence of conduct amounting to trespass or nuisance, perfectly legal.

On the other hand, picketing established for purposes other than that of communicating information to the public or to the employees of the premises picketed could be enjoined as a wrongful, particularly if the purposes were coercive. In *Comstock v. Scott* (L.G. 1954, p. 119), it was held that a picket was illegal because the purpose was not to inform the public but to persuade members of other trades to stop work and thus to tie up operations of the company.

In this case the Judge was satisfied that the picket was illegal because the defendants, by their own admissions, had shown that the picket was to be used for coercive purposes. He quoted from two affidavits submitted by officers of the company which had not been challenged by cross-examination or contradictory affidavit.

One stated that an officer of the union had remarked that in addition to picketing other means would be used to bring pressure upon the plaintiff to have the operators join the union. This same official was also said to have stated that the purpose of the pickets was to stop pickups and deliveries by cartage firms engaged by the plaintiff and thus prevent him from carrying on business, and that pickets were to be sent to premises of customers in order to get them to stop doing business with the company.

It was apparent to the Judge that the primary intent of this picket was coercive to the point of threatening loss of business. He therefore ordered the injunction continued until the trial of the action. *Midland Superior Express Limited v. General Truck Drivers and Helpers Union, Local 31* (1956) 19 WWR 618.

## Recent Regulations under Provincial Legislation

Retail store employees brought under workmen's compensation plan in Ontario. Existing standards adopted as gas safety rules in Alberta

Effective January 1, 1957, retail store establishments became subject to the collective liability provisions of the Ontario Workmen's Compensation Act. This extends the protection of the Act to approximately 250,000 employees.

In Saskatchewan, the order permitting exceptions from the general hours-of-work standard for creameries, poultry processing plants and stockyards was rescinded.

Other orders deal with gas safety rules in Alberta and the examining of electrical tradesmen in Prince Edward Island.

### Alberta Gas Protection Act

Because regulations setting out a code of gas safety rules cannot be completed for several months, the Alberta government has adopted the following existing standards as interim regulations under the Gas Protection Act: Standards numbered 52 and 54 of the National Fire Protection Association and Standard No. 58 of the Dominion Board of Insurance Underwriters, which deal with liquefied petroleum gas piping and appliance installations in buildings, gas

piping and gas appliances in buildings and the storage and handling of liquefied petroleum gases, respectively.

The order, which was approved by O.C. 1430/56 and gazetted on October 31, was made under authority of Section 9 of the Act, which provides that, upon the recommendation of the Minister of Industries and Labour, the Lieutenant-Governor in Council may declare a code of gas safety rules promulgated by an association or body of persons in force in Alberta in whole or in part, provided the code is available in printed form.

### **British Columbia Hours of Work Act**

The usual temporary order approving longer hours for the British Columbia mercantile industry during Christmas week was gazetted November 8, permitting persons employed in retail stores to work up to 10 hours on any two days during the week ending December 22 and up to 48 hours in that week.

The order was made under authority of the Hours of Work Act, which allows the Board of Industrial Relations to approve longer hours from time to time so long as they are not inimical to the interests of the employees.

### **Prince Edward Island Electrical Inspection Act**

The regulations under the Prince Edward Island Electrical Inspection Act were amended by new provisions, respecting examinations for a journeyman's licence, approved by the Lieutenant-Governor on October 11 and gazetted on October 20.

The regulations now provide that a candidate for a journeyman's licence must pass the required examination with a pass mark of 65 before a board of five members, including the Chief Electrical Inspector. Previously no pass mark was set, the regulations providing that a licence would be issued to a candidate with the prescribed qualifications who passed the practical examination.

The other requirements remain the same. An applicant for examination must have at least Grade 8 education or its equivalent and at least four years' experience in the trade or must have passed the vocational training course in electricity or an equivalent course from a recognized institution and have had from two to three years' apprenticeship training, depending upon his standing in the trade course.

### **Ontario Workmen's Compensation Act**

Retail store employees and persons employed by the Police Department of

the City of Hamilton are now entitled to benefits under the Ontario Workmen's Compensation Act as the result of two recent regulations which brought the retail mercantile industry and the Hamilton Police Department under the collective liability section of the Act. These persons will now receive compensation if they suffer injury or contract an industrial disease in the course of their employment, whereas formerly they or their representatives had to sue for damages, except in the case of retail employees whose employers had voluntarily participated in the scheme.

Retail store employees were made eligible for benefits on January 1, 1957, by O. Reg. 202/56, which was gazetted on November 3. According to statements made by the Chairman of the Board when the plan to make compensation compulsory for retailers was announced, the new regulation will cover an estimated 250,000 employees in 35,000 stores. Operation of a wholesale store or warehouse continues to be covered and wholesale mercantile businesses not carried on by means of a store or warehouse are still excluded.

Coverage was extended to employees of the Hamilton Police Department by O. Reg. 223/56, which was gazetted on November 24. Previously, both the Police Department and the Fire Department of Hamilton were excluded from the collective liability section of the Act. In November 1955, protection was given to employees of the Fire Department by O. Reg. 212/55 (L.G., Jan. 1956, p. 95).

### **Saskatchewan Hours of Work Act**

O.C. 1205/55 (L.G. 1955, p. 1064), the order permitting workers in creameries located in cities, in poultry processing plants in centres with a population of more than 3,500 and in stockyards to work up to nine hours a day at the regular rate, and to average the 44-hour week over a month, was rescinded effective December 1, by O.C. 2429/56, gazetted on November 23.

The effect of the rescinding of this order is that all poultry processing plants in the province and all creameries and stockyards located in any city or within a five-mile radius of any city are now covered by the provisions of Section 4 of the Act which requires the payment of one and one-half the regular rate for all hours worked in excess of eight in the day and 44 in the week. Creameries and stockyards located in areas outside the cities are covered by O.C. 1837/55 under which overtime is required to be paid for all hours in excess of 48 in the week (L.G., Nov. 1955, p. 1296).

## 13th Hazardous Occupations Order Issued in U.S.

The Secretary of Labor of the United States, pursuant to authority conferred by the Fair Labor Standards Act, has issued Hazardous Occupations Order No. 13, effective September 1, 1956, raising the minimum age of employment to 18 years in occupations involved in the manufacture of brick, tile and kindred products.

The Fair Labor Standards Act, which applies to concerns engaged in interstate commerce and to concerns producing goods for interstate commerce, contains provisions regulating child labour as well as provisions respecting minimum wages and hours of work (L.G. 1955, p. 1296).

Regarding child labour, the provisions of the Act seek to protect the safety, health, well-being and opportunities for schooling of young workers. In this respect, the Secretary of Labor has the authority to issue legally binding orders or regulations in certain instances and under certain conditions.

The Act provides (Section 12(a)) that no producer, manufacturer or dealer shall ship or deliver for shipment in interstate or foreign commerce any goods produced in an establishment in or about which oppressive child labour was employed within 30 days before removal of the goods; Section 12(c), added to the Act in 1949 (L.G. 1949, p. 1576), directly prohibits any employer from employing oppressive child labour in interstate or foreign commerce or in the production of goods for such commerce.

"Oppressive child labour" means first, the employment of young workers under the age of 16 years in any occupation, an exception being made for a parent or a person standing in place of a parent employing his own child or a child in his custody under the age of 16 years in an occupation other than manufacturing or mining or an occupation found by the Secretary of Labor to be hazardous; and secondly, the employment of young persons between the ages of 16 and 18 years in any occupation which the Secretary of Labor finds and by order declares to be particularly hazardous for the employment of young workers between such ages or detrimental to their health or well-being.

Authority is given the Secretary of Labor to issue orders or regulations permitting the employment of children between the ages of 14 and 16 years in non-manufacturing and non-mining occupations providing that such employment is confined to periods which will not interfere with their schooling and to conditions which will not interfere

with their health and well-being. Pursuant to this authority, the Secretary of Labor allows the employment of 14 and 15-year-old children in a limited number of occupations (L.G. 1950, p. 531).

Specific exemptions from the child labour requirements of the Act are provided for the employment of children in agriculture outside of school hours for the school district where they live while so employed; in the delivery of newspapers to the consumers; as actors or performers in motion pictures or in theatrical, radio, or television production; and employment by a parent or a person standing in a parent's place of his own child or a child in his custody under the age of 16 years in any occupation other than manufacturing, mining, or an occupation covered by one of the hazardous occupations orders issued by the Secretary.

To protect young workers from hazardous employment, the Act provides for a minimum age of 18 years in occupations found and declared by the Secretary to be particularly hazardous or detrimental to the health or well-being of minors 16 and 17 years of age. Hazardous occupations orders are issued by the Secretary of Labor after public hearings and advice from committees composed of representatives of employers and employees of the industry and the public. The effect of these orders is to raise the minimum age for employment to 18 years in the occupations covered. The orders cover:

- No. 1 — Occupations in or about plants manufacturing explosives or articles containing explosives components.
- No. 2 — Occupations of motor-vehicle driver and helper.
- No. 3 — Coal-mine occupations.
- No. 4 — Logging occupations and occupations in the operation of any saw-mill, lath mill, shingle mill, or cooperage-stock mill.
- No. 5 — Occupations involved in the operation of power-driven woodworking machines.
- No. 6 — Occupations involving exposure to radioactive substances.
- No. 7 — Occupations involved in the operation of power-driven hoisting apparatus.
- No. 8 — Occupations involved in the operation of power-driven metal forming, punching, and shearing machines.
- No. 9 — Occupations in connection with mining, other than coal.
- No. 10 — Occupations in or about slaughtering and meat packing establishments and rendering plants.
- No. 11 — Occupations involved in the operation of bakery machines.
- No. 12 — Occupations involved in the operation of paper-products machines.



No. 13—Occupations involved in the manufacture of brick, tile and kindred products.

Order No. 13, recently issued, raises the minimum age of employment to 18 years in the manufacture of brick, tile and kindred products by declaring as particularly hazardous for employment of minors between 16 and 18 years of age, and detrimental to their health and well-being, the following occupations involved in the manufacture of clay construction products and of silica refractory products:

all work in or about establishment in which clay construction products are manufactured, except (i) work in storage and shipping; (ii) work in offices, laboratories and storerooms; and (iii) work in the drying departments of plants manufacturing sewer pipe;

all work in or about establishments in which silica brick or other silica refractories are manufactured, except work in offices.

The Order defines the term "clay construction products" as covering the following clay products: brick, hollow structural tile, sewer pipe and kindred products, refractories, and other clay products such as architectural terra cotta, glazed structural tile, roofing tile, stove lining, chimney pipes and tops, wall coping, and drain tile. The term does not include the following non-structural bearing clay products: ceramic floor and wall tile, mosaic tile, glazed and enamelled tile, faience and similar tile; nor does the term include non-clay construction products such as sand-lime brick, glass brick, or non-clay refractories.

The term "silica brick or other silica refractories" means refractory products produced from raw materials containing free silica as their main constituent.

It is specifically stated in the order that nothing in it justifies non-compliance with a federal or state law or municipal ordinance establishing a higher standard.

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## Include Equal Pay Clause In Newspaper Contract

Equality of salaries for reporters of both sexes is recognized in the collective agreement just signed by the Montreal Newspapermen's Syndicate and the publishing company of the Montreal daily *La Presse*.

The new agreement also grants an increase of \$15 a week spread over a three-year period, which brings the minimum salary for reporters with five years' service up to \$117.50 for a work-week of 37½ hours.

A pension fund is also provided, effective January 1, 1958, to which employer and employees will contribute equally.

The advantages of the previous contract are retained, including the following: time and a half for all overtime, a 15-per-cent bonus for the night staff and three weeks' vacation after one year's service.

In the field of social security, reporters employed by *La Presse* have a health insurance plan comprising medical, surgical and hospitalization benefits, as well as accident and life insurance programs to which the employer matches employee contributions.

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## Industrial Fatalities in Canada

(Continued from page 49)

the classification "collisions, derailments, wrecks, etc.," 98 fatalities were recorded. These include 40 as a result of automobile or truck accidents, 17 tractor or loadmobile accidents, 17 involving watercraft and 10 as the result of aircraft accidents. "Falls and slips" were responsible for 58 fatalities

during the period, all of which were the result of falls to different levels.

By province of occurrence, the largest number of fatalities was in Ontario, where there were 113. In British Columbia there were 92 and in Quebec 51.

During the quarter there were 112 fatalities in July, 133 in August and 103 in September.

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## Labour Conditions in Government Contracts

(Continued from page 78)

work. *Wagner Alta*: McRae & Assoc Construction Ltd, construction of dwellings. *Estevan Island B C*: Blakeburn Construction Ltd, construction of radio beacon station, dwellings & related work. *Prince George B C*: North Shore Construction Co Ltd, airport lighting installation.

# UNEMPLOYMENT INSURANCE

## Monthly Report on Operation of the Unemployment Insurance Act

Number of initial and renewal claims, claimants on live file, and new beneficiaries all higher in October than in September but lower than in October 1955, statistics\* show. Fund reaches \$905.85 million

The number of initial and renewal claims for unemployment insurance benefit in September was 35 per cent greater than that in the previous month but about 7 per cent lower than in October 1955.

The Dominion Bureau of Statistics report on the operation of the Unemployment Insurance Act shows that 87,929 claims were received at local offices of the Unemployment Insurance Commission across Canada, compared with 65,007 in September and 94,744 in October 1955.

The number of claimants having an unemployment register in the live file on October 31 was 139,377 (88,259 males and 51,118 females), an increase of approximately 11,000 over the 128,440 (80,987 males and 47,453 females) on September 28 but about 24,000 less than the 163,100 (109,132 males and 53,968 females) recorded on October 31, 1955.

Adjudications on initial and renewal claims during October totalled 83,908, of which 62,593 or 75 per cent were in the category of "entitled to benefit". Of the 18,880 initial claims shown as "not entitled to benefit", 12,104 or 64 per cent were in respect of claimants unable to establish a benefit period. Disqualifications totalled 15,103 (including those arising from revised claims), the chief reasons being: "voluntarily left employment without just cause" 4,626 cases; "not capable of and not available for work" 3,974 cases and "refused offer of work and neglected opportunity to work" 1,850 cases.

New beneficiaries during October numbered 50,123, compared with 40,640 in September and 54,981 in October 1955.

Benefit payments during October amounted to \$8,066,104, in compensation for 420,207 weeks, in comparison with \$7,087,703

and 376,561 weeks during September and \$7,535,340, 944,389 days and 280,834 weeks during October 1955.

Complete weeks (totalling 377,473) constituted 90 per cent of the weeks compensated during October. Excess earnings was the chief reason for partial weeks, accounting for 27,829 or 65 per cent of the 42,734 partial weeks compensated.

The estimated average weekly number of beneficiaries was 95.5 thousand for October, 99.1 thousand for September and 111.1 thousand for October 1955.

### Insurance Registrations

Reports received from local offices of the Unemployment Insurance Commission for September show that insurance books or contribution cards were issued to 4,473,404 employees who had made contributions to the Unemployment Insurance Fund since April 1, 1956.

At October 31 employers registered numbered 288,113, an increase of 287 during the month.

### Enforcement Statistics

During October, 4,466 investigations were conducted by district investigators across Canada. Of these, 3,865 were spot checks of postal and counter claims to verify the fulfilment of statutory conditions. The

In a comparison of current employment statistics with those for a previous period, consideration should be given to relevant factors other than numbers such as the opening and closing of seasonal industries, increase in area population, influence of weather conditions, and the general employment situation.

\*See Tables E-1 to E-4 at back of book.

remaining 601 were investigations in connection with claimants suspected of making false statements to obtain benefit.

Prosecutions were begun in 74 cases, 41 against employers and 33 against claimants.\* Punitive disqualifications as a result of claimants making false statements or misrepresentations numbered 214.\*

\*These do not necessarily relate to the investigations conducted during this period.

## Unemployment Insurance Fund

Revenue received in October totalled \$22,058,882.82 compared with \$19,856,432.50 in September and \$19,510,751.10 in October 1955. Benefit payments in October amounted to \$8,048,372.58, compared with \$7,073,287.57 in September and \$7,514,532.87 in October 1955. The balance in the fund at October 31 was \$905,858,158.88; at September 30, \$891,847,648.64 and at October 31, 1955, it was \$870,242,257.93.

# Decisions of the Umpire under the Unemployment Insurance Act

## Decision CUB-1307, November 15, 1956

**Summary of the Facts:** The claimant, married, 26 years of age, filed an initial claim for benefit on January 3, 1956, stating that he had worked for the Shawville Dairy, Shawville, Que., as a cream and milk grader, from February 1953 to December 31, 1955, when he left voluntarily to take a three months' course at the Kemptville Agricultural School, Kemptville, Ont. He stated also that he would be willing to discontinue the course if suitable employment were offered to him.

On the evidence before him, the insurance officer disqualified the claimant from receipt of benefit from January 1 to February 11, 1956, because in his opinion he had left his employment voluntarily without just cause, and for an indefinite period from January 1, 1956, on the grounds that he was not available for work (Sections 60(1) and 54(2)(a) of the Act).

From the decision of the insurance officer, the claimant appealed to a board of referees, contending that he did not leave his employment voluntarily as it had been erroneously stated in his claim for benefit, but that he was laid off because he was not a qualified cream and milk grader. He stated also that he had an understanding with his employer whereby, once he had obtained a certificate from the agricultural school, he would return to his job at the dairy.

In response to a request for further information, the employer wrote to the local office that a cream and milk grader had to have a cream and milk grading certificate and that, if the claimant had been allowed to continue in his job during

the past year, it was because his work had been supervised by a qualified grader. He confirmed the claimant's statement regarding the conditions on which he would be rehired.

The board of referees which heard the case in Kingston, Ont., on March 14, 1956, unanimously dismissed the appeal.

From the decision of the board of referees, the National Union of Dairy Workers, Local 13, of which the claimant is a member, appealed to the Umpire. The union also requested a hearing before the Umpire, which was held in Ottawa on October 15, 1956. Mr. S. Wolstein made oral representations on behalf of the claimant. Mr. C. N. Beauchamp represented the Unemployment Insurance Commission.

**Conclusions:** On the facts before me, I agree with the unanimous finding of the board of referees.

The evidence does not allow me to uphold Mr. Wolstein's view that the claimant was laid off and that his desire to find other employment while attending the Kemptville Agricultural School was genuine. The evidence indicates that he separated temporarily from his regular employment with the sole objective of obtaining a qualifying certificate.

This is borne out by his statement in his application for benefit that he had left his employment voluntarily to attend the school, by his statement in his appeal to the board, later confirmed by his employer, that he would get his job back once qualified, and by the fact that he did return to his former employment upon completion of the course.



It is not the intent of the Act to subsidize the training of workers who have regular employment. The Act provides for the payment of benefit in cases where claimants are genuinely unemployed and are directed by the Unemployment Insurance Commission to attend a course of instruction to facilitate their chances of obtaining employment.

The appeal is dismissed.

### Decision CUB-1308, November 15, 1956

**Summary of the Facts:** The claimant, married, 25 years of age, filed an initial application for benefit on April 24, 1956, stating that she had worked in Toronto as an assembler welder from September 3, 1952, to March 29, 1956, when, owing to pregnancy, she left voluntarily, and that she expected to be confined on or about November 15. She stated also that she was available for employment and that, since her separation from the employment referred to above, she had inquired about lighter work from her former employer, who had told her that there was no vacancy but that in the event of a suitable opening she would be advised.

The employer reported that the claimant had left voluntarily for personal reasons.

On the evidence before him, the insurance officer disqualified the claimant from receipt of benefit until after confinement, as from April 22, 1956, because in his opinion she was not available for work within the meaning of Section 54(2) of the Act.

The claimant appealed to a board of referees on May 10, 1956, stating that, after having been refused two weeks' leave of absence, she nevertheless took the time off, the work being very slack and the plant operating on short time. She stated also that the foreman had told her she might be rehired when the new plant opened in June 1956.

On June 1, the claimant informed the local office that the lighter job which she had inquired about had been filled by another employee.

The board of referees which heard the case in Toronto on June 1, 1956, unanimously held that the claimant had left her employment voluntarily because she

had been refused two weeks' leave of absence and not because of pregnancy. The board held that, when she filed her claim for benefit on April 24 in the second month of her pregnancy, she could have been considered as acceptable to employers and, therefore, available for work. Consequently it removed the disqualification imposed under Section 54(2)(a) of the Act. It imposed, however, a disqualification for the period from April 22, 1956, to May 5, 1956, pursuant to Section 60(1) of the Act.

From the decision of the board of referees, the Director of Unemployment Insurance appealed to the Umpire.

**Conclusions:** In previous decisions I maintained that, in cases where a claimant leaves her employment on account of pregnancy, there is a presumption of her non-availability for work. I maintained also that such presumption can be overcome only by demonstrating exceptional circumstances.

In the present case the evidence clearly indicates that the claimant left her employment voluntarily on account of pregnancy. She said so in her application for benefit and repeated this statement in a telephone conversation on June 1 with an officer of the local office.

There is therefore a presumption that she was not available for work and, in my opinion, this presumption has not been successfully rebutted. The sole fact that she may have requested lighter work with her former employer does not warrant casting aside the implication in her voluntary separation that she was unwilling to work. There is no evidence that she made any effort to find employment elsewhere.

As to the question of whether or not she had good cause to leave her employment voluntarily, it was not before the board of referees and therefore its decision in that respect is *ultra vires*.

In conclusion I may say that it is inadvisable to disqualify a claimant until after confinement, as was done by the insurance officer in this case. Circumstances may vary and warrant later a finding of availability notwithstanding pregnancy.

The appeal is allowed.

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Changes in unemployment compensation laws in the United States in 1956 increased maximum weekly benefit amounts in four states and extended maximums duration in three. Benefit maximums were raised to \$30 in Georgia, to \$32 in Kentucky, to \$35 in Massachusetts and to \$28 in Virginia. Maximum duration was raised to 22 weeks in Georgia, to 20 in Mississippi and to eight weeks in Virginia.

# LABOUR CONDITIONS IN FEDERAL GOVERNMENT CONTRACTS

## Wage Schedules Prepared and Contracts Awarded during November Works of Construction, Remodelling, Repair or Demolition

During November the Department of Labour prepared 132 wage' schedules for inclusion in contracts proposed to be undertaken by departments of the federal government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition. In the same period, a total of 96 contracts in these categories was awarded. Particulars of these contracts appear below.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a *bona fide* interest in the execution of the contract.

(The labour conditions included in each of the contracts listed under this heading provide that:

(a) the wage rate for each classification of labour shown in the wage schedule included in the contract is a minimum rate only and contractors and subcontractors are not exempted from the payment of higher wages in any instance where, during the continuation of the work, wage rates in excess of those shown in the wage schedule have been fixed by provincial legislation, by collective agreements in the district, or by current practice;

(b) hours of work shall not exceed eight in the day and 44 in the week, except in emergency conditions approved by the Minister of Labour;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of eight per day and 44 per week.

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

## Contracts for the Manufacture of Supplies and Equipment

Contracts awarded in November for the manufacture of supplies and equipment were as follows:

Department	No. of Contracts	Aggregate Amount
Defence Construction (1951) Ltd. ....	6	\$ 46,060.00
Defence Production (October) .....	131	1,235,239.00
Defence Production (November) .....	149	1,299,386.00

(The labour conditions included in contracts for the manufacture of supplies and equipment provide that:

(a) all persons who perform labour on such contracts shall be paid such wages as are currently paid in the district to competent workmen; and if there is no current rate, then a fair and reasonable rate; but in no event shall the wages paid be less than those established by the laws of the province in which the work is being performed;

(b) the working hours shall be those fixed by the custom of the trade in the district, or if there be no such custom, then fair and reasonable hours;

The Fair Wages and Hours of Labour legislation of the federal Government has the purpose of insuring that all Government contracts for works of construction and for the manufacture of supplies and equipment contain provisions to secure the payment of wages generally accepted as fair and reasonable in each trade or classification employed in the district where the work is being performed.

The practice of Government departments and those Crown corporations to which the legislation applies, before entering into contracts for any work of construction, remodelling, repair or demolition, is to obtain wage schedules from the Department of Labour, showing the applicable wage rate for each classification of workmen deemed to be required in the execution of the work. These

wage schedules are thereupon included with other relevant labour conditions as terms of such contracts to be observed by the contractors.

Wage schedules are not included in contracts for the manufacture of supplies and equipment because it is not possible to determine in advance the classifications to be employed in the execution of a contract. A statement of the labour conditions which must be observed in every such contract is, however, included therein and is of the same nature and effect as those which apply in works of construction.

Copies of the federal Government's Fair Wages and Hours of Labour legislation may be had upon request to the Industrial Relations Branch of the Department of Labour, Ottawa.

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of those fixed by custom of the trade in the district, or in excess of fair and reasonable hours;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

## Wage Claims Received and Payments Made during November

During November the sum of \$13,032.48 was collected from 13 employers who had failed to pay the wages required by the labour conditions attached to their contracts. This amount has been or will be distributed to the 450 workers concerned.

## Contracts Containing Fair Wage Schedules Awarded during November

(The labour conditions of the contracts marked (\*) contain the General Fair Wages Clause providing for the observance of current or fair and reasonable rates of wages and hours of labour not in excess of eight per day and 44 per week, and also empower the Minister of Labour to deal with any question which may arise with regard thereto.)

### Department of Agriculture

*Fort Garry Man:* Bird Construction Co Ltd, additions & alterations to ROP-AR piggery, University of Manitoba. *The Pas Man:* M W Leslie, construction of ditch, Pasquia Project.

### Central Mortgage and Housing Corporation

\* *Shearwater N S:* Terminal Construction Co Ltd, site improvement & planting. *Camp Gagetown N B:* Newton Construction Co Ltd, construction of school, including walks, drives & underground services; L G Rawding Construction Ltd, clearing, grubbing & burning at neighbourhood 4; Eastern Woodworkers Ltd, construction of housing units. *Valcartier Que:* Southern Structural & Reinforcing Steel, supply & erection of steel for school. *Barriefield Ont:* Evans Contracting Co, site improvement & planting. *London Ont:* City Gas Co, \*conversion of oil burners to gas, Cleve Court. *North Bay Ont:* E P A Construction Co Ltd, construction of housing units. *Ottawa Ont:* Otis Elevator Co Ltd, \*installation of dumbwaiter, Laurentian Terrace. *Windsor Ont:* Head Construction Supply Co Ltd, construction of housing units. *Shilo Man:* Peter Leitch Construction Ltd, construction of school & services. *Edmonton Alta:* P Janiten, landscaping & repairs to basements; Alaskan Heating & Air Conditioning, installation of eavestroughs; Van Vliet Construction Co Ltd, installation of underfloor weeping tile & wall repairs. *Jericho Beach B C:* Smith Bros & Wilson Ltd, construction of housing units & services.

### Department of Citizenship and Immigration

*Eskasoni Indian Agency N S:* M R Chappell, additions & alterations to day school. *Abitibi Indian Agency Que:* La Societe D'Entreprise Gen Ltee, construction of root house & bldg, Amos IRS. *Dauphin Indian Agency Man:* Monarch Lumber Co Ltd, \*general maintenance, Pine Creek IRS. *Carlton Indian Agency Sask:* Botting & Dent Ltd, additions & alterations, Prince Albert IRS. *Meadow Lake Indian Agency Sask:* Olof Lidfors, replacement of roof, Beauval IRS.

### Defence Construction (1951) Limited

*Summerside P E I:* M F Schurman Co Ltd, construction of beacon bldg, RCAF Station. *Dartmouth N S:* McDonald Construction Co Ltd, addition to fire hall, HMCS *Shearwater*; Paul Maillet & Carl Jansen, replacement of line poles, RCNAS *Shearwater*. *Deep Brook N S:* R A Douglas Ltd, construction of reservoir & water supply main, HMCS *Cornwallis*. *Halifax N S:* Cameron Contracting Ltd, construction of WO's & sergeants' mess & outside services, Windsor Park. *Camp Gagetown N B:* Newton Construction Co Ltd, construction of detention barracks & gate house; Atlas Construction Co Ltd, construction of chapels. *Nicolet Que:* Coseley Engineering (Canada) Ltd, construction of prefabricated stores warehouse. *St Johns Que:* B & H Metal Industries Co Ltd, supply & erection of structural steel for barrack blocks, RCAF Station; Foster Wheeler Ltd, supply & installation of steam generating unit & auxiliary equipment, CMR. *Camp Borden Ont:* Barclay Construction Ltd, construction of lecture training bldg & outside services; E S Fox Plumbing & Heating Ltd, conversion of furnaces to oil in PMQs, RCAF Station. *Clinton Ont:* Canadian National Railways, \*installation of mud rail, RCAF Station. *Rivers Man:* Foster Wheeler Ltd, supply & installation of steam generating unit & auxiliary equipment, RCAF Station. *Winnipeg Man:* Peter Leitch Construction Ltd, construction of garage & outside services, RCAF Station. *Calgary Alta:* Burns & Dutton Concrete & Construction Co Ltd, construction of junior ranks club, Sarcee Camp. *Edmonton Alta:* W C Wells Construction Co Ltd, construction of



detention barracks & outside services; Bird Construction Co Ltd, construction of residual work to central heating plant, Griesbach Barracks; Burns & Dutton Concrete & Construction Co Ltd, construction of physical training bldg & outside services; Poole Construction Co Ltd, construction of telephone exchange bldg & outside services, Griesbach Barracks. *Comox B C*: Canadian Comstock Co Ltd, construction of fuel pipeline from wharf to RCAF Station.

### Building and Maintenance

*Camp Gagetown N B*: Forest Protection Ltd, \*application of herbicide, Army Training Area. *Uplands Ont*: J R Douglas Ltd, \*repairs to hangar roof, RCAF Station. *Macdonald Man*: Couture & Toupin Ltd, replacement of drill hall floor, RCAF Station. *Fort Nelson B C*: Geo W Crothers Ltd, supply & installation of diesel electric generator, mile 295, NWHS. *Nanaimo B C*: General Construction Co Ltd, resurfacing of roads.

### National Harbours Board

*Montreal Que*: J G Fitzpatrick Ltd, construction of travelling shiploader, gallery No 2. *Quebec Que*: Emile Frenette Ltee, construction of service house. *Vancouver B C*: Northland Machinery Supply Co Ltd, supply & installation of flax cleaners & auxiliary equipment, elevator No 3.

### Department of Public Works

*New Glasgow N S*: F A MacDougall, construction of RCMP detachment quarters. *Saw Pit N S*: Atlantic Bridge Co Ltd, wharf reconstruction. *Fabre Que*: Paul O Goulet, protection works. *Grande Riviere Que*: James S Watt, construction of slipway. *L'Islet Que*: J P A Normand Inc, repairs to roadway. *Malbaie Que*: Beaudin & Couture, landing reconstruction. *Montreal Que*: J Lamontagne Ltd, replacement of passenger elevator, Postal Station "H"; L P Theriault Construction Ltd, alterations & additions to Postal Station "R"; Dominion Sprinkler Co Ltd, installation of automatic sprinkler system, RCMP garage; J Lamontagne Ltd, additions & alterations to Postal Station "S". *Pointe au Loup Que*: Adrien Arseneau, slipway repairs. *Pointe Basse Que*: Fabien Arseneau, construction of slipway & hauling plant. *Quebec Que*: Provincial Engineering Ltd, extension to central heating plant for Governor Generals' quarters, The Citadel. *Tadoussac (Anse Tadoussac) Que*: L'Atelier Mecanique de la Malbaie Engr, wharf repairs. *Crystal Beach Ont*: Robin Stewart Construction Ltd, construction of post office. *Hagersville Ont*: Harry Wunder Construction Ltd, construction of federal bldg. *Kincardine Ont*: Dean Construction Co Ltd, repairs to harbour works. *Ottawa Ont*: James H Wilson, installation of laboratory fittings in testing laboratory, Tunney's Pasture; Thos Fuller Construction Co Ltd, reconstruction of power & pilot plants, Rideau Falls; Bedard-Girard Ltd, installation of testing equipment in testing laboratory, Tunney's Pasture; Edge Ltd, installation of automatic sprinkler system in cafeteria bldg, National Research Council; Otis Elevator Co Ltd, supply & installation of elevator in Mortimer Bldg. *Sundridge Ont*: Bertram Bros, construction of post office. *Thamesville Ont*: Mac Construction Co, construction of post office. *Thunder Beach Ont*: Ruliff Grass Construction Co Ltd, construction of wharf. *Toronto Ont*: Frankel Steel Construction Ltd, supply, fabrication & erection of structural steel for federal bldg, Adelaide St. *Winnipeg Man*: Kummel-Shipman Electric Ltd, installation of electrical service in Commercial Bldg. *Broadview Sask*: Bird Construction Co Ltd, construction of federal bldg. *Kelvington Sask*: Bird Construction Co Ltd, construction of RCMP detachment quarters. *Regina Sask*: North West Electric Co Ltd, installation of street lighting at RCMP barracks. *Esquimalt B C*: Victoria Machinery Depot Co Ltd, docking & repairs to First Graving Dock floating caisson. *Fraser River (Fraser Mills) B C*: Marine Pipeline & Dredging Ltd, \*dredging. *Uchuelet B C*: Basarab Construction Co Ltd, construction of RCMP detachment bldg. *Vancouver B C*: Northern Construction Co & J W Stewart Ltd, construction of tunnel at post office bldg.

### Department of Transport

*Gander Nfld*: Bryant Electric Co Ltd, installation of power services at Townsite. *Stephenville Nfld*: United Construction Trades Ltd, airport lighting. *Greenwood N S*: Lewis Bros Asphalt Paving Ltd, additional development at airport. *Sydney N S*: Lynk Electric Ltd, airport lighting facilities. *Allanburg Ont*: The Canadian Bridge Co Ltd, replacement of counterweight ropes, Bridge No 10, Welland Ship Canal. *Port Weller & Thorold Ont*: Provincial Engineering Ltd, replacement of fender rope, various locks, Welland Ship Canal. *Timmins Ont*: Bedard-Girard Ltd, installation of airport lighting. *Broadview Sask*: Pearson Construction Co Ltd, construction of VHF omni range bldg & related

(Continued on page 72)

# WAGES, HOURS, WORKING CONDITIONS

## Working Conditions in Retail Trade

About 56 per cent of sales employees in retail trade, almost three-quarters of office employees and about 61 per cent of other employees (shippers, stock-keepers, truck drivers, etc.) on five-day work-week

Sales employees in retail trade tend to be subject to slightly less liberal standards than other workers in the industry as regards hours of work, vacations and statutory holidays, according to the April 1956 survey of working conditions in retail trade.

The 1956 survey by the Economics and Research Branch of the Department of Labour covered 1,280 retail outlets employing 73,501 sales employees, 25,598 office employees and 40,841 employees of other types. For the most part, the survey is limited to establishments employing 15 or more workers; the accompanying statistics should, therefore, be considered as representative of the situation in the medium and larger stores.

### Sales Employees

The work schedule of about 56 per cent of the sales employees was five days per week. The standard weekly hours varied considerably, ranging between 37½ and 48 for substantial numbers of employees. The largest single group, 29 per cent of the total sales force reported, were on a 40-hour week.

As for vacations, virtually all stores reported at least two weeks; stores employing two-thirds of the total in the survey reported three weeks and those employing more than one-third of the sales staff reported four weeks. For three weeks, 15 years was the most common service requirement, although it was less than 15 years for about one-fifth of the employees; for four weeks' vacation, the usually stipulated service was 25 years.

Nine or more paid statutory holidays were available to almost two-thirds of the sales personnel of the establishments reporting to the survey; only 3 per cent were granted fewer than seven such holidays.

Coverage of sales employees in retail trade under pension plans, group life insurance, hospitalization, surgical benefit plans and physicians' services in hospital, was

more than two-thirds of the total included in the survey; coverage for physicians' home and office calls was almost one-third, while for major medical costs it was about one-seventh.

Virtually all sales employees were entitled, under the terms of their employment, to rest periods, with two 10- or two 15-minute periods per day being the predominant practice.

### Office Employees

The work-week of office employees in retail trade is, on the whole, shorter than for the other two categories dealt with in this article. Almost three-quarters of the office employees enjoyed a five-day week. Two out of every five office workers were on a 40-hour weekly schedule, and another 43 per cent had a schedule of fewer than 40 hours.

Vacation practice for office employees followed closely the pattern for sales staffs. However, four-week vacations were available to a larger proportion of office employees (57 per cent) than of sales personnel. Almost half the office employees of retail stores enjoyed nine paid statutory holidays and another 22 per cent were entitled to more than nine. The proportionate coverage of office employees under pension and insurance plans was somewhat higher than for sales staff.

### Other Employees

Employees of retail establishments who could not be classified as either sales or office staff, such as shippers, stock-keepers, truck drivers, warehouse employees, etc., tend to work shorter hours than sales staff, approaching fairly closely the standards of office workers. About 61 per cent were on a five-day schedule and a slightly higher percentage were working 40 hours or fewer per week.

Vacations, too, followed the office pattern, the percentage distribution of employees

for two-, three- and four-week vacations being very similar to that for office employees. About 62 per cent of these employees were in stores where nine or more paid statutory holidays were given.

Coverage of employees in this category under pension and insurance plans was slightly smaller though similar in pattern to that for office employees.

Information similar to that contained in the accompanying table is available for any of the following cities: Halifax, Saint John, Quebec, Montreal, Ottawa, Toronto, Hamilton, Sudbury, London, Windsor, Fort William and Port Arthur, Winnipeg, Regina, Saskatoon, Calgary, Edmonton, Vancouver and Victoria. It may be obtained upon request to the Economics and Research Branch, Department of Labour, Ottawa.

# WORKING CONDITIONS OF EMPLOYEES IN RETAIL TRADE, APRIL 1, 1956

Survey Coverage	Number of		
	Sales Employees 73,501	Office Employees 25,598	"Others" 40,841
Percentage of Employees			
<i>Standard Weekly Hours</i>			
37½ and less .....	3.5	17.2	3.8
Over 37½ and under 40 .....	14.4	25.7	18.8
40 .....	28.9	40.4	40.6
Over 40 and under 44 .....	13.5	10.5	13.1
44 .....	13.5	3.3	9.3
Over 44 and under 48 .....	22.7	2.1	5.4
48 .....	2.0	0.4	5.1
Over 48 .....	1.5	0.4	3.9
On a 5-day week (1) .....	55.9	73.5	60.8
<i>Vacations With Pay</i>			
Employees in establishments reporting:			
Two weeks with pay .....	99.1	99.3	95.6
After: 1 year or less .....	78.6	75.3	70.6
2 years .....	17.1	21.9	17.7
3 years .....	1.5	1.1	3.5
5 years .....	1.7	0.8	3.4
Other periods .....	0.2	0.2	0.4
Three weeks with pay .....	67.4	62.6	63.3
After: 5 years .....	13.4	3.6	8.9
10 years .....	5.4	3.3	4.4
15 years .....	38.3	46.5	42.1
20 years .....	1.6	1.4	1.6
25 years .....	7.5	7.2	6.1
Other periods .....	1.2	0.6	0.2
Four weeks with pay .....	34.7	57.4	53.4
After: 25 years .....	30.7	43.9	40.7
Other periods .....	4.0	13.5	12.7
<i>Paid Statutory Holidays</i>			
Employees in establishments reporting:			
None .....	0.2	0.1	2.7
Less than 7 .....	3.0	1.5	4.1
7 .....	10.3	6.0	4.4
8 .....	21.0	19.9	24.2
9 .....	44.6	49.4	38.8
More than 9 .....	19.9	22.3	23.1
No information .....	1.0	0.8	2.7
<i>Pension and Insurance Plans</i>			
Employees in establishments reporting:			
Pension plan .....	84.4	85.5	82.4
Group life insurance .....	79.9	89.1	84.4
Hospitalization .....	77.4	86.8	84.4
Surgical benefits .....	76.2	83.2	80.3
Physician's services in hospital .....	66.4	79.2	73.4
Physician's home and office calls .....	31.8	49.2	48.1
Major medical (catastrophe insurance) .....	14.4	15.1	20.7
<i>Rest Periods</i>			
Employees in establishments reporting rest periods .....			
Two rest periods of:	94.5	—	—
10 minutes .....	20.8	—	—
15 minutes .....	51.3	—	—

(1) Includes a small number of employees in establishments reporting alternate weeks of 5 and 5½ days.



# STRIKES AND LOCKOUTS

## Canada, November 1956\*

In November 1956, fewer workers were involved in work stoppages than in any November since 1948 and the time loss was the lowest recorded for any November since 1951. The time loss was substantially lower than in any of the preceding six months of the year.

Half the time lost during November was caused by three stoppages involving: textile and knitted goods factory workers at St. Jérôme, Que., coal miners at Drumheller and East Coulee, Alta., and cigar and cigarette factory workers at Montreal.

Preliminary figures for November 1956 show a total of 36 strikes and lockouts involving 4,241 workers with a time loss of 40,860 man-working days, compared with 40 strikes and lockouts in October 1956 with 15,315 workers involved and a loss of 133,870 days. In November 1955 there were 27 strikes and lockouts with 21,581 workers involved and a loss of 379,725 days.

For the first 11 months of 1956 preliminary figures show a total of 218 strikes and lockouts involving 88,124 workers with a time loss of 1,245,805 days. In the same period in 1955 there were 155 strikes and lockouts, 58,911 workers involved and a loss of 1,534,990 days.

Based on the number of non-agricultural paid workers in Canada, the time lost in November 1956 was 0.05 per cent of the estimated working time; October 1956, 0.15 per cent; November 1955, 0.43 per cent; the first 11 months of 1956, 0.13 per cent; and the first 11 months of 1955, 0.16 per cent.

The demand for increased wages was a factor in 23 of the 36 stoppages in existence during November. Of the other disputes, five arose over dismissals and employment of workers, three over union questions, three over reduced earnings and two over conditions of work.

Of the 36 stoppages in existence during November, three were settled in favour of the workers, four in favour of the employers, seven were compromise settlements and 10 were indefinite in result. At the end of the month 12 stoppages were still in existence.

(The record does not include minor strikes such as are defined in a footnote to Table G-1 nor does it include strikes and lockouts about which information has been received indicating that employment conditions are no longer affected but which the unions concerned have not declared terminated. Strikes and lockouts of this nature still in progress are: compositors, etc., at Winnipeg, Man., which began on November 8, 1945, and at Ottawa and Hamilton, Ont., and Edmonton, Alta., on May 30, 1946; and newspaper printing plant workers at Montreal on April 20, 1955. The strike of women's clothing factory workers at Montreal which began on February 23, 1954, and that of lumber mill workers at Saint John, N.B., on May 26, 1955, are presumed to have lapsed as no reports have been received to the contrary).

## Other Countries

(The latest available information as to strikes and lockouts in various countries is given here from month to month. Statistics given in the annual review and in this article are taken from the government publications of the countries concerned or from the International Labour Office *Year Book of Labour Statistics*.)

### Great Britain and Northern Ireland

According to the British *Ministry of Labour Gazette*, the number of work stoppages in Great Britain and Northern Ireland beginning in September 1956 was 250 and 19 were still in progress from the previous month, making a total of 269 during the month. In all stoppages of work in progress, 41,700 workers were involved and a time loss of 217,000 days caused.

Of the 250 disputes leading to stoppage of work that began in September, 16, directly involving 7,100 workers, arose over demands for advances in wages, and 99, directly involving 12,700 workers, over other wage questions; seven, directly involving 2,900 workers, over questions as to working hours; 13, directly involving 1,500 workers, over questions respecting the employment of particular classes or persons; 111, directly involving 7,100 workers, over other questions respecting working arrangements; three, directly involving 300 workers, over questions of trade union principle; and one, directly involving 400 workers, was in support of workers involved in another dispute.

\*See Tables G-1 and G-2 at back of book

## Australia

According to preliminary figures in the Australian *Monthly Bulletin of Employment Statistics* for July 1956, a total of 283 work stoppages arose out of industrial disputes during the second quarter of 1956. There were 86,050 workers involved and a loss of 186,062 working days.

## United States

Preliminary figures for October 1956 show 325 work stoppages resulting from labour-management disputes beginning in the month, involving 130,000 workers. The time loss for all work stoppages in progress during the month was 1,000,000 days. Corresponding figures for September 1956 were 325 stoppages, 150,000 workers and a loss of 1,500,000 days.

# PRICES AND THE COST OF LIVING

## Consumer Price Index, December 1956\*

Canada's consumer price index (1949=100) increased fractionally from 120.3 to 120.4 between November and December 1956. In December 1955 it stood at 116.9.

During November, increases in four of the five group indexes more than offset a decrease of 0.3 per cent in the food index.

Foods moved from 117.9 to 117.5 as a substantial decrease was recorded in egg prices, while prices were lower for most cuts of beef, some fresh vegetables, tea and coffee. Increases in bread and milk, which showed up in the November index in some cities, occurred in additional cities in December. Pork prices continued to move up, while most canned fruits and vegetables, sugar and jam were higher.

The shelter index advanced from 133.4 to 133.5 as a result of increases in both the rent and home-ownership components.

The clothing index moved from 108.4 to 108.6 as increases were reported for men's and women's shoes and some items of men's and women's clothing.

Higher prices for coal, furniture, utensils and equipment, laundry, dry cleaning and shoe repairs were responsible for an increase from 118.1 to 118.6 in the household operation index.

The other commodities and services index was slightly higher at 122.9 compared with 122.8 a month earlier.

Group indexes one year earlier were: food 112.4, shelter 131.0, clothing 108.5, household operation 116.6, and other commodities and services, 118.3.

## City Consumer Price Indexes, November 1956†

Consumer price indexes (1949=100) were higher in all but one of the ten regional cities between October and November 1956, the index for Saskatoon-Regina remaining unchanged.

An increase of 0.8 per cent in the Montreal index was the largest recorded; other increases ranged from 0.1 per cent in St. John's to 0.5 per cent in both Ottawa and Toronto.

Movements in two of the five groups, foods and other commodities and services, were responsible for most of the changes in the total indexes. Higher prices were general in all ten cities for 1957 models of passenger cars. Most canned fruits and vegetables were higher in all regions. Domestic grown fresh vegetables were somewhat lower, while imported fresh vegetables moved higher. Eggs declined in most cities. Beef declined seasonally in most cities while pork was up in some cities and declined in the remainder. Bacon prices rose in all ten cities, while chicken was down in most regions.

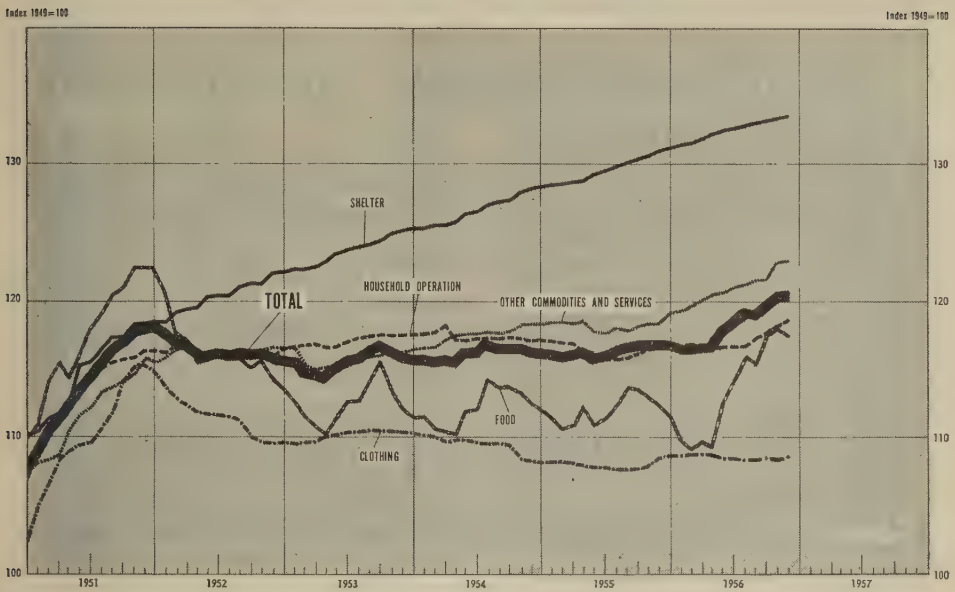
Regional consumer price index point changes between October and November were as follows: Montreal +1.0 to 120.9; Ottawa +0.6 to 121.5; Toronto +0.6 to 123.1; Saint John +0.4 to 120.4; Halifax +0.3 to 118.0; Winnipeg +0.3 to 118.4; Vancouver +0.3 to 121.5; Edmonton-Calgary +0.2 to 117.7; St. John's +0.1 to 107.0.‡ Saskatoon-Regina remained unchanged at 117.2.

\*See Table F-1 at back of book.

†See Table F-2 at back of book.

‡On base June 1951=100.

# CONSUMER PRICE INDEX FROM JANUARY 1951



## Wholesale Prices, November 1956

Canada's general wholesale price index (1935-39=100) eased 0.2 per cent to 226.6 from 227.1 during October. This was the second consecutive month in which the index has declined. The November 1955 index was 220.7.

Decreases in October in four of the eight component groups more than offset increases in the other four.

The largest decrease was in non-ferrous metals, which declined 3.1 per cent to 187.3 from 193.3. Despite increases for fresh milk, whitefish, hogs in some centres, and cured meats, lower prices for eggs and beef carcasses were chiefly responsible for a slight downward movement in the animal products group to 235.1 from 235.4. A decrease in the wood products group to 299.1 from 301.4 resulted from lower prices for cedar shingles, fir timber and upholstered furniture, despite slightly higher prices for white pine. The chemical products group eased 0.1 per cent to 180.3 from 180.4.

The non-metallic minerals group rose 1.4 per cent to 183.8 from 181.3; the vegetable products index 0.5 per cent to 197.3 from 196.3; the iron products index 0.3 per

cent to 249.0 from 248.3; and the textile products group 0.1 per cent to 232.7 from 232.4.

**The composite index of farm products** prices at terminal markets climbed 0.7 per cent to 209.4 from 208.0 between October and November. The field products index advanced 2 per cent to 163.1 from 159.9.

**Residential building material prices** were virtually unchanged, the index (1935-39=100) declining only from 293.5 to 293.3. The non-residential building materials index (1949=100) moved to 129.3 from 129.5.

## U.S. Consumer Price Index, November 1956

For the fifth time in six months, the United States consumer price index rose to a new high in November, advancing 0.1 per cent to 117.8 in mid-November from 117.7 in mid-October (1947-49=100). In mid-November 1955 it stood at 115.0.

Seasonal reductions in food prices cut the food index 0.2 per cent but every other classification went up. The transportation index climbed 0.6 per cent because of higher prices for 1957 model automobiles.



# Publications Recently Received

## in Department of Labour Library

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed by making application to the Librarian, Department of Labour, Ottawa. Students must apply through the library of their institution. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the LABOUR GAZETTE.

List No. 101.

### Accident Prevention

1. AUSTRALIA. DEPARTMENT OF LABOUR AND NATIONAL SERVICE. *Safe Access above Ground Level*. Melbourne, 1956. Pp. 22.

Accidents due to people falling are very common in industry. Therefore it is essential that access to parts of buildings above ground level should be safe.

2. GREAT BRITAIN. FACTORY DEPARTMENT. *Fencing and Safety Precautions for Cotton Spinning and Weaving Machinery. Part 3. Cotton Weaving and Subsidiary Processes*. London, HMSO, 1955. Pp. 21, 76.

Describes the main hazards of the machines used in cotton weaving and the methods of protection required for the machinery.

3. HOME INSURANCE COMPANY, NEW YORK. *Tips to the Handyman-Hobbyist on How to do It Safely*. New York, c1954. Pp. 46.

### Annual Reports

4. BOMBAY. REGISTRAR OF TRADES UNIONS. *Annual Report on the Working of the Indian Trade Unions Act, 1926, for the State of Bombay, 1954-55*. Bombay, Government Press, 1956. Pp. 287.

5. BRITISH COLUMBIA. DEPARTMENT OF LABOUR. *Annual Report for the Year ended December 31st, 1955*. Victoria, Queen's Printer, 1956. Pp. 152.

6. CANADA. BUREAU OF STATISTICS. *Annual Report for the Fiscal Year ended March 31, 1956*. Ottawa, Queen's Printer, 1956. Pp. 45.

7. CANADA. BUREAU OF STATISTICS. *Annual Report on Benefit Years established and terminated under the Unemployment Insurance Act, Calendar Year, 1955*. Ottawa, Queen's Printer, 1956. Pp. 68.

8. CANADA. DEPARTMENT OF LABOUR. *Forty-Fifth Annual Report on Labour Organization in Canada*. 1956 Edition. Ottawa, Queen's Printer, 1956. Pp. 124.

9. KENYA COLONY AND PROTECTORATE. LABOUR DEPARTMENT. *Annual Report, 1955*. Nairobi, Government Printer, 1956. Pp. 59.

10. *Life Insurance Fact Book, 1956*. New York, Institute of Life Insurance, 1956. Pp. 112.

11. MANITOBA. DEPARTMENT OF HEALTH AND PUBLIC WELFARE. *Annual Report for the Calendar Year 1955*. Winnipeg, Queen's Printer, 1956. Pp. 245.

12. MANITOBA FARMERS' UNION. *Report of the 5th Annual Convention, December 5, 6, 7th 1955*. Winnipeg, 1955. Pp. 10.

13. NATIONAL INDUSTRIAL CONFERENCE BOARD. *40 Years of Economic Growth*. Prepared for the 40th Annual Meeting of the Conference Board, May 16, 17, 18, 1956. New York, 1956. Pp. 31.

14. NEW ZEALAND. DEPARTMENT OF LABOUR. *Report for the Year ended 31 March 1956*. Wellington, Government Printer, 1956. Pp. 85.

15. SASKATCHEWAN. DEPARTMENT OF PUBLIC HEALTH. *Annual Report for the Fiscal Year April 1, 1954 to March 31, 1955*. Regina, Queen's Printer, 1956. Pp. 174.

### Automation

16. CANADIAN INSTITUTE ON PUBLIC AFFAIRS. *Proceedings of the 1956 Winter Week-End Conference on:—Automation, What It means to You, held at Upper Canada College, Toronto, February 24th, 25th and 26th, 1956*. Toronto, 1956. Pp. 51.

Topics discussed at the conference: Automation—more goods, fewer jobs?; Automation for Canada—today and tomorrow; The effects of automation on education; Living with a 30-hour week.

17. DIEBOLD, JOHN. *Automation, the Advent of the Automatic Factory*. New York, Van Nostrand, 1952. Pp. 181.

Discusses the economic and social effects of automation, mentions some problems and their solutions, and shows how automation can be used by the businessman.

18. REUTHER, WALTER PHILIP. *The Impact of Automation*. Testimony before the Sub-committee on Economic Stabilization of the Joint Committee on the

Economic Report of the U.S. Congress, October 17, 1955. Detroit, International Union, United Automobile, Aircraft and Agricultural Implement Workers of America, 1955. Pp. 33.

## Business

19. CHAMBER OF COMMERCE OF THE UNITED STATES OF AMERICA. AGRICULTURE DEPARTMENT. *Manual on Business-Farm Days*. Washington, 1955. Pp. 14.

"The kind of 'Day' covered in this manual is an exchange visit between the businessmen on farms (farmers and their families) and the businessmen in town and city for the purpose of meeting together to talk over and explore the business operations of each other."

20. NATIONAL INDUSTRIAL CONFERENCE BOARD. *Chartbook of Current Business Trends*. 2d ed. New York, 1956. Pp. 60.

Contains charts of industrial production, gross national product, wholesale prices, consumer prices, average workweek, average hourly earnings, average weekly earnings, personal income, among other items.

21. NATIONAL INDUSTRIAL CONFERENCE BOARD. *The Why and How of Corporate Giving*. New York, 1956. Pp. 124.

Contains a summary of three round table discussions devoted to important aspects of company contributions: How to write a policy for company contributions; How to budget and administer company contributions; How to support higher education.

## Congresses and Conventions

22. AMALGAMATED UNION OF BUILDING TRADE WORKERS OF GREAT BRITAIN AND IRELAND. *Thirty-Fifth Annual Report from the Last Meeting Night in December, 1954, to the Last Meeting Night in December, 1955*. London, 1956. Pp. 91.

23. BOOT AND SHOE WORKERS' UNION. *Proceedings of 21st Convention held at New York City, N.Y. beginning June 20, 1955*. Boston, 1955? Pp. 130.

24. COMMERCIAL TELEGRAPHERS' UNION. *Proceedings of the 26th Regular Convention, Houston, Texas, October 17 to 21, 1955*. Washington, 1956? Pp. 51.

25. FARMER LABOUR TEACHER INSTITUTE. *Report of the Ninth Annual Farmer-Labour-Teacher Institute, Valley Centre, Fort Qu'Appelle, June 30-July 3, 1955*. Regina, 1956? Pp. 28.

26. INTERNATIONAL BROTHERHOOD OF PAPER MAKERS. *Proceedings of the 21st Constitutional Convention; with Report of Executive Officers, May 9th-May 14th, 1955*. Miami Beach, Florida. Albany, 1955? Pp. 191.

27. INTERNATIONAL TECHNICAL CONFERENCE ON THE CONSERVATION OF THE LIVING RESOURCES OF THE SEA, ROME, 1955. *Papers presented at the International Technical Conference of the Living Resources of the Sea, Rome, 18 April to 10 May 1955*. New York, United Nations, 1956. Pp. 371.

This conference was called by the Secretary-General to assist the International Law Commission to prepare draft articles on certain basic aspects of the international regulation of fisheries.

28. OFFICE EMPLOYEES INTERNATIONAL UNION. *Proceedings, 6th Convention, June 13-17, 1955, New York City*. Washington, 1956? Pp. 312.

29. UNITED ELECTRICAL, RADIO AND MACHINE WORKERS OF AMERICA. *Twentieth Convention, Proceedings 1955... Cleveland, Ohio, Sept. 19-23, 1955*. New York, 1956? Pp. 78.

## Cost and Standard of Living

30. MICHIGAN. UNIVERSITY. SURVEY RESEARCH CENTER. *Consumer Attitudes and Inclinations to buy, August-September 1956*. Ann Arbor, Mich., 1956. Pp. 23.

The Survey Research Center interviewed 1,350 families throughout the United States during August 1956 and asked them questions about their personal financial outlook, their buying plans, and their evaluation of general business and market conditions.

31. NATIONAL INDUSTRIAL CONFERENCE BOARD. *Compensating Expatriates for the Cost of living abroad*, by J. Frank Gaston and John Napier. New York, 1955. Pp. 48.

Discusses a survey of 13,000 employees of 117 American companies living in about 87 different countries or territories outside the United States and Canada.

32. U.S. BUREAU OF LABOR STATISTICS. *Average Retail Prices, 1955. Selected Commodities and Services (Other than Food and Housing) included in the Consumer Price Index*. Washington, GPO, 1956. Pp. 106.

"Average prices in 1955 are presented for approximately 150 items in certain major expenditure categories in the 20 largest cities surveyed regularly by the U.S. Department of Labor's Bureau of Labor Statistics."

## Discrimination in Employment

33. CONNECTICUT. COMMISSION ON CIVIL RIGHTS. *Minority Group Integration by Labor and Management; a Study of the Employment Practices of the Larger Employers, and the Membership Practices of the Larger Labor Unions with Respect to Race, Religion, and National Origin*,

*Connecticut, 1951.* Prepared by Henry G. Stetler, Supervisor, Division of Research. Hartford, 1953. Pp. 67.

The study was conducted in five areas: Bridgeport, Hartford-New Britain, New Haven, Stamford and Waterbury. A survey was made among employers of more than 1,000 persons, larger labour union locals and among persons belonging to minority groups.

34. MASSACHUSETTS. COMMISSION AGAINST DISCRIMINATION. *Annual Report, November 30, 1954, to November 30, 1955.* Boston, 1956. Pp. 18.

## Economic Conditions

35. INTERNATIONAL LABOUR OFFICE. *Social Aspects of European Economic Co-operation; Report by a Group of Experts.* Geneva, 1956. Pp. 179.

The group of experts discussed the following questions:

1. whether international differences in labour costs and social security costs do or do not hinder freer trade;
2. the need for policies to remove restrictions on freer trade;
3. whether, if there should be a freer international market, it might be necessary for the countries of Europe to formulate and carry out their social and economic policies with a greater degree of international consultation and co-ordination than at present;
4. the social problems connected with freer international movement of labour.

36. UNITED NATIONS. DEPARTMENT OF ECONOMIC AND SOCIAL AFFAIRS. *Economic Developments in Africa, 1954-1955.* Supplement to *World Economic Survey, 1955.* New York, 1956. Pp. 100.

Contents: 1. Agricultural Production. 2. Mining and Mineral Production. 3. Fuel and Power and Secondary Industries. 4. Foreign Trade. 5. Investment.

37. UNITED NATIONS. DEPARTMENT OF ECONOMIC AND SOCIAL AFFAIRS. *Economic Developments in the Middle East, 1954-1955.* Supplement to *World Economic Survey, 1955.* New York, 1956. Pp. 151.

Contents: 1. Production and Transport. 2. Growth of Petroleum Industry. 3. Foreign Trade and Payments. 4. Price, Monetary and Fiscal Changes. 5. Development Programs.

38. UNITED NATIONS. ECONOMIC COMMISSION FOR LATIN AMERICA. *Economic Survey of Latin America, 1955; including an Essay on Government Income and Expenditure, 1947-1954;* prepared by the Secretariat of the Economic Commission for Latin America. New York, 1956. Pp. 176.

Contents: 1. Economic Development Trends in Latin America. 2. Foreign Trade and the Balance of Payments. 3. Agriculture.

4. Industry. 5. Mining. 6. Energy. 7. Public Expenditure. 8. Fiscal Income. 9. Public Savings and Deficit Financing. 10. Exchange Policy as a Fiscal Instrument.

## Economic Policy

39. *Canada's Economic Future; Digests of One Hundred and Twenty-Five Submissions to the Royal Commission on Canada's Economic Prospects.* Toronto, Cockfield, Brown & Company Limited, 1956. Pp. 302.

The Royal Commission on Canada's Economic Prospects was appointed to study and report on the following questions: "(a) developments in the supply of raw materials and energy sources; (b) the growth to be expected in the population of Canada and the changes in its distribution; (c) prospects for growth and change in domestic and external markets for Canadian productions; (d) trends in productivity and standards of living; and (e) prospective requirements for industrial and social capital."

40. SAYERS, RICHARD SIDNEY. *Financial Policy, 1939-45.* London, HMSO and Longmans Green, 1956. Pp. 608.

Discusses the war budgets, the rate of interest, capital issues control, internal borrowing, exchange control, financial arrangements with Commonwealth countries, lend-lease, etc.

## Economics

41. HARWOOD, EDWARD CROSBY. *Useful Economics.* Great Barrington, Mass., American Institute for Economic Research, 1956. Pp. 128.

Designed for use in schools and for the general reader.

42. MILLER, HERMAN PHILLIP. *Income of the American People,* by Herman P. Miller for the Social Science Research Council in cooperation with the U.S. Dept. of Commerce, Bureau of the Census, New York, Wiley, 1955. Pp. 206.

The study shows "the relation between the amount of income received by individuals and certain social and economic characteristics like geographic location, occupation, colour, education, etc. The study also includes an analysis of the changes in income distribution which have taken place in the United States since the depression of the thirties, as well as an evaluation of the data which provide the basis for the findings."

43. ROBINSON, MARSHALL A. *An Introduction to Economic Reasoning,* by Marshall A. Robinson, Herbert C. Morton and James C. Calderwood. Washington, Brookings Institution, 1956. Pp. 335.

Partial Contents: The Economy and Its Income. Labor and Unions. Debts and Money. Prosperity and Depression. Controlling Business Fluctuations. Economic Growth. International Economic Policy.



## Efficiency, Industrial

44. BRITISH INSTITUTE OF MANAGEMENT. *Outline of Work Study*. London, 1956. 2 Volumes.

The material in these volumes is based on work study courses given by Imperial Chemical Industries Ltd.

Contents: Pt. 1. Introduction. Pt. 2. Method Study.

Work study seeks to determine the activities of the worker and of plant equipment in order to improve these activities. Method study is concerned with better ways of doing things. It improves efficiency by eliminating unnecessary work, avoidable delays and other forms of waste.

45. OFFICE MANAGEMENT ASSOCIATION. *Unit Work Measurement; a Study carried out by the Research Committee*. London, 1954. 1 Volume (various pagings).

The Office Management Association concludes after its study that it is not possible to develop "standard units" which would permit one firm to determine if its procedures were being performed according to a "standard average". However, the study showed a way of measuring work so that a firm can develop and maintain good working standards.

## Employment Management

46. AMERICAN MANAGEMENT ASSOCIATION. *How to establish and maintain a Personnel Department*, by Frances Spodick. 3d ed., with New Bibliography. New York, 1953. Pp. 116.

Partial Contents: Selecting the Personnel Officer and His Staff. Formulating a Master Plan of Action. Writing the Personnel Policies. Translating Personnel Policies into Practice. Designing and evaluating the Personnel Records.

47. BUREAU OF NATIONAL AFFAIRS, WASHINGTON, D.C. *Training New Employees*. Washington, c1956. Pp. 12.

48. BUREAU OF NATIONAL AFFAIRS, WASHINGTON, D.C. *Using Praise*. Washington, c1955. Pp. 12.

49. EDITORIAL RESEARCH REPORTS. *Lay-Off Pay Plans*, by Helen B. Shaffer. Washington, 1956. Pp. 355-372.

An explanation of supplementary unemployment benefits plans and a survey of such plans already in existence.

## International Agencies

50. INTERNATIONAL LABOUR OFFICE. *Report of the Director-General*. First Item on the Agenda. Geneva, 1956. Pp. 99.

At Head of Title: Report 1. Sixth Conference of American States Members of the International Labour Organization. Havana, Sept. 1956.

This is a review of labour and social conditions in North and South America since the first Conference of American States Members of the ILO, in 1936.

51. NORTH ATLANTIC TREATY ORGANIZATION. *The North Atlantic Treaty Organization*. 4th ed. Paris, 1956. Pp. 71.

Contents: 1. Why the Treaty was signed. 2. What the Treaty says. 3. The Development of the Organization. 4. The Present Structure of the Organization. 5. The Achievements of NATO.

## Labour Conditions

52. GREAT BRITAIN. JOINT STANDING COMMITTEE ON CONDITIONS IN IRON FOUNDRIES. *Conditions in Iron Foundries; First Report of the Joint Standing Committee*. London, HMSO, 1956. Pp. 73.

The Committee recommends that accidents can be reduced as follows:

- (1) A much higher standard of house-keeping in foundries;
- (2) A wider provision of more suitable protective clothing and other protective devices;
- (3) Proper care and use of protective equipment by workers;
- (4) Early first-aid treatment;
- (5) Better instruction in safe methods and practices with special attention to the lifting of weights;
- (6) The setting up in factories of joint accident prevention committees which represent both management and employees.

53. INTERNATIONAL LABOUR OFFICE. *Conditions of Employment of Plantation Workers*. Eighth item on the agenda. Geneva, 1956. Pp. 96.

At head of title: Report 8 (1). International Labour Conference. 40th session, 1957.

54. PIERRET, JEAN. *Latin America; Working and Living Conditions of Leather, Shoe and Fur Workers*. Prague, Leather, Shoe, Fur and Leather Products Workers' Trade Unions International, 1955? Pp. 158.

The author alleges that in the shoe industry in Latin America there are poor wages, improper safety precautions, exploitation of women and young workers, bad administration of social laws, primitive working conditions, etc. The report is sponsored by the World Federation of Trade Unions.

## Labour Laws and Legislation

55. BROTHERHOOD OF RAILROAD TRAINMEN. *Federal Laws, General Wage and Rule Agreements, Decisions, Awards and Orders governing Employees engaged in Train, Yard and Dining Car Service on Railroads in the United States*. Cleveland, 1954. Pp. 909.

56. DURAND, PAUL. *Traité de Droit du Travail*. Tome III. Paris, Librairie Dalloz, 1956. Pp. 1125.

Deals with labour laws in France as they affect collective agreements.

57. U.S. BUREAU OF LABOR STANDARDS. *Index of Occupational Health and Safety Laws, Codes, Rules and Regulations*, by State. Rev. ed. Washington, 1956. Pp. 39.

## Labour Organization

58. AMERICAN FEDERATION OF LABOR AND CONGRESS OF INDUSTRIAL ORGANIZATIONS. *Labor and Education in 1955*. Washington, 1956. Pp. 84.

59. CALIFORNIA. DEPARTMENT OF INDUSTRIAL RELATIONS. DIVISION OF LABOR STATISTICS AND RESEARCH. *Union Labor in California, 1955; a Report on Union Membership, Collective Bargaining Structure, Size of Employee Bargaining Unit, Employer Bargaining Structure, Principal Unions, Calendar of Collective Bargaining*. San Francisco, California State Printing Office, 1956. Pp. 66.

60. GILLINGHAM, J. BENTON. *The Teamsters Union on the West Coast*. Berkeley, Institute of Industrial Relations, University of California, 1956. Pp. 90.

The teamsters union is the largest and fastest growing labour organization in the Pacific Coast states. The author discusses the union's jurisdiction, structure, collective bargaining policies, interunion relationships, etc.

61. MINNESOTA. UNIVERSITY. INDUSTRIAL RELATIONS CENTER. *Understanding the Union Member*, by Walter H. Uphoff and Marvin D. Dunnette, with the assistance of Merriam Aylward, Wayne K. Kirchner, and Dallis K. Perry. Minneapolis, Published for the Industrial Relations Center by the University of Minnesota Press, c1956. Pp. 45.

Discusses the Industrial Relations Center's research work concerned with gathering information about the union member's attitudes and opinions.

## Management

62. BUREAU OF NATIONAL AFFAIRS, WASHINGTON, D.C. *The Executive*. Washington, 1956. Pp. 14.

"Describes the latest techniques in selecting, training, and evaluating executive talent".

63. BUREAU OF NATIONAL AFFAIRS, WASHINGTON, D.C. *How to correct Misunderstandings about Management*. Washington, c1956. Pp. 12.

64. NATIONAL ASSOCIATION OF MANUFACTURERS OF THE UNITED STATES OF AMERICA. EMPLOYEE RELATIONS DEPARTMENT. *Preserving the Management Function in Collective Bargaining; Some Highlights*. New York, 1956. Pp. 13.

## Office Management

65. AMERICAN MANAGEMENT ASSOCIATION. *Improving Office Reports, Manuals, and Records; With a Paper on Office Communication*. New York, 1955. Pp. 54.

Contents: Strengthening and simplifying the Structure of Management Reports, by Richard F. Neuschel. The Organization and Evaluation of a Procedures Manual Program, by A. F. Bortz. The "New Look" in Records Management: Three Company Experiences. I. Streamlining Office Services, by Herbert B. House. II. The Organization and Procedures Office, by Harvey Sherman. III. The Financial Man's Viewpoint, by Daniel J. Olsen. Communication need not be a Problem, by Harry D. Kolb.

66. AMERICAN MANAGEMENT ASSOCIATION. *The Office: its Changing Functions and Structure; With a Paper on Management as a Universal Language*. New York, 1955. Pp. 44.

Contents: The Company he served—a Challenge to the Office, by Hal E. Nourse. A New Pattern in organizing Administrative Functions, by Robert E. Shull. The Office Manager—Carbon Copy or Creative Administrator? By Elles M. Derby. Management as a Universal Language, by Saul M. Silverstein.

67. AMERICAN MANAGEMENT ASSOCIATION. *Searchlight on Office Cost Control*. New York, 1954. Pp. 48.

Contents: Supervisors' Views on Costs, by Floyd C. Mann and Howard Baumgartel. Reducing Costs through Work Simplification Training, by Edmund J. Conway. How to organize the Office Cost Reduction Program, by H. M. Kaiser.

## Wages and Hours

68. TOYO SPINNING Co., LTD., OSAKA, JAPAN. INSTITUTE FOR ECONOMIC RESEARCH. *Cotton Industrial Wages in Japan*. Osaka, Japan, 1955. Pp. 36.

69. U.S. BUREAU OF LABOR STATISTICS. *Earnings in the Textile Dyeing and Finishing Industry, April 1956*. Washington, 1956. Pp. 13.

70. U.S. BUREAU OF LABOR STATISTICS. *Wage Structure, Industrial Chemicals, August 1955*. Washington, G.P.O., 1956. Pp. 34.

Report based on a survey which covered about 180,000 workers in 309 establishments.

71. U.S. WOMEN'S BUREAU. *State Minimum-Wage Laws and Orders, May 2, 1955 to August 16, 1956*. Supplement 3 to Bulletin 247. Washington, G.P.O., 1956. Pp. 33.

## Women - Employment

72. U.S. BUREAU OF LABOR STATISTICS. *Women Production Workers in the Machinery Industries; Employment Distribution, Earnings*. Washington, 1956. Pp. 10.

Survey based on data obtained from 215 establishments. Women were mostly employed in the less-skilled occupations.

73. U.S. WOMEN'S BUREAU. *Employment Opportunities for Women in Beauty Service*. Washington, G.P.O., 1956. Pp. 51.

Contains information for counsellors of women in schools and in employment services. Provides information for State officials on cosmetology boards and on minimum-wage boards.

## Youth - Employment

74. GWINN, EDITH DUFF. *Employment Certifying Service in Philadelphia*. Washington, U.S. Bureau of Labor Standards, 1956? Pp. 7.

Bound with *Employment Certification Practices in Cleveland, Ohio*, by Frank J. Skelly.

These two articles appeared first in Newsletter of the National League To Promote School Attendance and are reprinted under the title, *Services to Young Workers and Employers through Employment Certification*.

75. OHIO. DEPARTMENT OF INDUSTRIAL RELATIONS. *Minors in Industry, Ohio, 1955*. Columbus, 1955? Pp. 19.

Part 1 deals with injuries to young people under 18 years of age, by age, sex, and

industry. Part 2 deals with employment and age certificates issued to minors from 14 to 17 years of age.

## Miscellaneous

76. CANADA. BUREAU OF STATISTICS. *Canadian Vital Statistics Trends, 1921-1954*. Ottawa, Queen's Printer, 1956. Pp. 55.

Contents: 1. Summary of Population Characteristics before 1921. 2. Characteristics of Canadian Population Growth 1921-54. 3. Summary of Births, Marriages, Deaths and Natural Increase. 4. International Comparison of Vital Statistics. 5. Births. 6. Deaths. 7. Marriages and Divorces. 8. Vital Statistics of the Yukon and Northwest Territories. 9. Life Expectancy.

77. CANADA. BUREAU OF STATISTICS. *Energy Sources in Canada; Commodity Accounts for 1948 and 1952*. Ottawa, Queen's Printer, 1956. Pp. 59.

78. CANADA. BUREAU OF STATISTICS. *Teacher Training Institutions, 1953*. Ottawa, Queen's Printer, 1956. Pp. 24.

79. CANADA. PARLIAMENT. HOUSE OF COMMONS. SPECIAL COMMITTEE ON ESTIMATES. *Proceedings*. No. 1-21. Ottawa, Queen's Printer, 1956. 21 Nos.

At head of title: House of Commons. 3rd sess., 22nd Parliament, 1956.

Hearings held between March 15 and August 2, 1956.

The Committee reviewed the estimates of the following departments: National Health and Welfare, Labour, Post Office, and National Revenue.

80. LABOUR PARTY (GREAT BRITAIN). *Homes of the Future; a Socialist Policy for Housing*. London, 1956. Pp. 63.

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A 40,000-word study, *Labor in the Soviet Orbit*, a record of the living standards and rights of workers in the Soviet Union and Central Europe, has been published by the Labor Committee to Release Imprisoned Trade Unionists and Democratic Socialists. Several prominent Canadian trade unionists are members of the Committee.

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# LABOUR STATISTICS

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## A—Labour Force

**TABLE A-1.—REGIONAL DISTRIBUTION, WEEK ENDED OCTOBER 20, 1956**

(Estimates in thousands)

SOURCE: D.B.S. Labour Force Survey

	Canada	Nfld.	P.E.I. N.S. N.B.	Que.	Ont.	Man. Sask. Alta.	B.C.
<i>The Labour Force</i>							
Both Sexes.....	5,772	115	433	1,628	2,114	1,010	472
Agricultural.....	797	*	56	159	206	348	24
Non-Agricultural.....	4,975	111	377	1,469	1,908	662	448
Males.....	4,408	96	337	1,261	1,559	796	359
Agricultural.....	750	*	49	154	196	325	22
Non-Agricultural.....	3,658	92	288	1,107	1,363	471	337
Females.....	1,364	19	96	367	555	214	113
Agricultural.....	47	*	*	*	10	23	*
Non-Agricultural.....	1,317	19	89	362	545	191	111
All Ages.....	5,772	115	433	1,628	2,114	1,010	472
14—19 years.....	563	15	44	200	179	95	30
20—24 years.....	715	17	58	231	240	124	45
25—44 years.....	2,647	52	190	746	979	458	222
45—64 years.....	1,602	27	120	400	616	287	152
65 years and over.....	245	*	21	51	100	46	23
<i>Persons with Jobs</i>							
All status groups.....	5,674	111	423	1,587	2,086	1,003	464
Males.....	4,328	93	329	1,226	1,537	791	352
Females.....	1,346	18	94	361	549	212	112
Agricultural.....	794	*	56	159	205	347	23
Non-Agricultural.....	4,880	107	367	1,428	1,881	656	441
Paid Workers.....	4,485	94	337	1,299	1,745	611	399
Males.....	3,262	79	254	965	1,237	429	298
Females.....	1,223	15	83	334	508	182	101
<i>Persons Without Jobs and Seeking Work</i>							
Both Sexes.....	98	*	10	41	28	*	*
<i>Persons not in the Labour Force</i>							
Both Sexes.....	4,999	146	454	1,426	1,604	904	465
Males.....	948	38	99	244	279	182	106
Females.....	4,051	108	355	1,182	1,325	722	359

\* Less than 10,000.

**TABLE A-2.—PERSONS LOOKING FOR WORK IN CANADA**

(Estimates in thousands)

SOURCE: D.B.S. Labour Force Survey

	Week Ended October 20, 1956		Week Ended September 22, 1956		Week Ended October 22, 1955	
	Total	Seeking Full-Time Work <sup>(1)</sup>	Total	Seeking Full-Time Work <sup>(1)</sup>	Total	Seeking Full-Time Work <sup>(1)</sup>
Total looking for Work.....	108	99	108	100	154	143
Without Jobs.....	98	90	97	91	142	132
Under 1 month.....	48		44		61	
1—3 months.....	32		34		50	
4—6 months.....	*		10		14	
7—12 months.....	*		*		10	
13—18 months.....	*		*		*	
19—and over.....	*		*		*	
Worked.....	10	*	11	*	12	11
1—14 hours.....	*	*	*	*	*	*
15—34 hours.....	*	*	*	*	10	*

<sup>(1)</sup> To obtain number seeking part-time work, subtract figures in this column from these in the "total" column.

\* Less than 10,000.

**TABLE A-3.—DESTINATION OF ALL IMMIGRANTS BY REGION**

SOURCE: Immigration Branch, Department of Citizenship and Immigration

Period	Atlantic	Quebec	Ontario	Prairies	B.C. Yukon N.W.T.	Canada Total	Adult Males
1953 Total.....	4,049	34,294	90,120	27,208	13,197	168,868	68,269
1954 Total.....	3,849	28,419	83,029	26,638	12,292	154,227	64,551
1955 Total.....	3,067	22,117	57,563	15,559	11,640	109,946	56,828
1955—1st. Nine Months.....	2,502	17,164	45,102	12,593	9,246	86,607	46,798
1956—1st. Nine Months.....	2,299	21,214	61,205	12,861	12,430	110,009	61,381

**TABLE A-4.—DISTRIBUTION OF WORKERS ENTERING CANADA BY OCCUPATIONS**

SOURCE: Immigration Branch, Department of Citizenship and Immigration

Period	Managerial and Professional	Clerical	Transportation and Communication	Commercial and Financial	Services	Agriculture	Fishing, Trapping Logging and Mining	Manufacturing Mechanical and Construction	Labourers	Others	Total Workers
1953 Total.....	10,021	6,339	1,855	3,185	13,766	17,250	879	26,492	10,386	966	91,133
1954 Total.....	9,983	6,775	1,938	2,735	11,974	10,920	763	25,699	13,011	578	84,376
1955 Total.....	8,563	5,775	1,190	2,146	9,588	7,036	514	15,117	7,687	371	57,987
1955 1st. Nine Months.....	6,806	4,560	994	1,679	7,051	6,292	440	13,020	6,449	304	47,595
1956 1st. Nine Months.....	7,373	6,743	1,551	2,642	8,975	6,011	1,037	20,246	8,150	298	63,026

## B—Labour Income

**TABLE B-1.—ESTIMATES OF LABOUR INCOME**

(\$ Millions)

Source: Dominion Bureau of Statistics

	Agriculture, Forestry, Fishing, Trapping, Mining	Manu- facturing	Construc- tion	Utilities, Transporta- tion, Communi- cation, Storage, Trade	Finance, Services, (including Govern- ment)	Supple- mentary Labour Income	Total
1949—Average.....	49	214	47	169	147	21	647
1950—Average.....	55	231	47	180	156	24	693
1951—Average.....	72	272	52	208	178	28	810
1952—Average.....	76	303	63	233	199	32	906
1953—Average.....	73	329	70	252	217	35	976
1954—Average.....	73	323	69	261	239	35	1,000
1955—Average.....	77	342	78	278	256	37	1,068
1954—September.....	82	326	79	267	249	36	1,039
October.....	84	323	83	269	249	36	1,044
November.....	82	321	77	269	253	36	1,038
December.....	78	326	71	269	253	36	1,033
1955—October.....	86	354	100	288	264	39	1,131
November.....	86	354	89	292	268	39	1,128
December.....	85	357	78	293	265	39	1,117
1956—January.....	75	349	71	280	263	39	1,077
February.....	79	358	69	282	264	38	1,090
March.....	70	365	70	284	266	39	1,094
April.....	68	371	79	291	277	40	1,126
May.....	78	377	92	301	281	40	1,169
June.....	89	381	105	311	288	41	1,215
July.....	95	382	105	317	281	43	1,223
August.....	98	382	108	319	286	43	1,236
September.....	99	392R	110	324	299	44R	1,268R
October.....	104	394	114	324	294	43	1,273

R:—Revised.



## C—Employment, Hours and Earnings

**TABLE C-1.—EMPLOYMENT, PAYROLLS AND WEEKLY WAGES AND SALARIES**

(Not available at press time—will be published in February issue)

**TABLE C-2.—AREA SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES**

(Not available at press time—will be published in February issue)

**TABLE C-3.—INDUSTRY SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES**

(Not available at press time—will be published in February issue)

Tables C-4 and C-5 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage-earners for whom statistics of hours of work are also available whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage-earners of the co-operative firms.

**TABLE C-4.—HOURS AND EARNINGS IN MANUFACTURING BY PROVINCES**

(Hourly-Rated Wage-Earners)

SOURCE: Man-Hours and Hourly Earnings, Dominion Bureau of Statistics

(The latest figures are subject to revision)

	Average Hours Worked			Average Hourly Earnings (in cents)		
	Oct. 1, 1956	Sept. 1, 1956	Oct. 1, 1955	Oct. 1, 1956	Sept. 1, 1956	Oct. 1, 1955
Newfoundland.....	40.6	42.1	40.3	143.7	138.3	134.7
Nova Scotia.....	41.5	42.0	40.7	136.1	132.0	127.6
New Brunswick.....	42.2	41.7	42.2	136.7	135.2	129.3
Quebec.....	43.0	42.6	42.9	139.1	137.8	130.8
Ontario.....	41.1	40.5	41.5	160.8	160.4	151.7
Manitoba.....	41.0	40.5	40.4	144.9	143.5	138.4
Saskatchewan.....	40.1	40.2	39.5	157.6	157.4	153.0
Alberta (1).....	40.0	40.2	39.0	157.5	155.4	150.7
British Columbia (2).....	38.9	37.9	38.3	182.0	180.2	174.7

(1) Includes Northwest Territories.

(2) Includes Yukon Territory.

NOTE: Information on hours and earnings by cities is obtainable from *Man-Hours and Hourly Earnings* (Dominion Bureau of Statistics).

**TABLE C-5.—HOURS AND EARNINGS BY INDUSTRY**

(Hourly-Rated Wage-Earners)

SOURCE: Man-Hours and Hourly Earnings, Dominion Bureau of Statistics

(The latest figures are subject to revision)

Industry	Average Hours			Average Hourly Earnings			Average Weekly Wages		
	Oct. 1 1956	Sept. 1 1956	Oct. 1 1955	Oct. 1 1956	Sept. 1 1956	Oct. 1 1955	Oct. 1 1956	Sept. 1 1956	Oct. 1 1955
	no.	no.	no.	cts.	cts.	cts.	\$	\$	\$
Mining.....	43.6	42.7	43.6	176.1	173.8	161.9	76.78	74.21	70.59
Metal mining.....	43.7	42.8	44.4	183.4	180.9	166.6	80.15	77.43	73.97
Gold.....	42.8	42.6	46.0	156.2	153.7	139.7	66.85	65.48	64.26
Other metal.....	44.1	42.9	43.7	194.0	191.9	181.1	85.55	82.33	79.14
Fuels.....	43.1	42.0	41.2	168.6	166.7	156.3	72.67	70.01	64.40
Coal.....	41.8	41.0	40.3	149.4	146.8	148.5	62.45	60.19	59.85
Oil and natural gas.....	45.6	43.9	43.3	202.1	200.1	173.4	92.16	87.84	75.08
Non-metal.....	43.8	43.6	44.5	159.6	158.1	152.0	69.90	68.93	67.64
Manufacturing.....	41.5	41.1	41.5	153.3	152.1	144.8	63.62	62.51	60.09
Food and beverages.....	40.8	40.8	40.6	126.8	127.0	121.5	51.73	51.82	49.33
Meat products.....	39.6	40.1	40.2	156.3	154.6	154.0	61.89	62.46	61.91
Canned and preserved fruits and vegetables.....	41.0	37.7	39.9	99.5	97.5	95.1	40.80	36.76	37.94
Grain mill products.....	43.8	44.0	42.7	143.4	144.1	140.4	62.81	63.40	59.82
Bread and other bakery products.....	43.0	43.4	43.8	121.0	121.7	110.4	52.03	52.82	48.36
Distilled and malt liquors.....	40.6	41.0	39.7	168.4	170.4	163.1	68.37	69.86	64.75
Tobacco and tobacco products.....	40.3	40.0	41.8	148.2	148.3	146.5	59.72	59.32	61.24
Rubber products.....	41.6	41.1	42.0	159.1	157.3	150.3	66.19	64.65	63.13
Leather products.....	40.6	40.8	41.1	105.7	103.7	102.1	42.91	42.31	41.96
Boots and shoes (except rubber).....	40.1	40.6	40.6	102.0	99.6	98.1	40.90	40.41	39.83
Textile products (except clothing).....	42.8	42.3	43.3	116.8	116.1	112.1	49.99	49.11	48.54
Cotton yarn and broad woven goods.....	40.3	40.4	42.4	118.9	117.3	113.0	47.92	47.39	47.91
Woolen goods.....	43.9	43.5	43.8	108.6	107.6	105.7	47.68	46.81	46.30
Synthetic textiles and silk.....	44.4	44.6	45.1	125.3	126.1	116.6	55.63	56.24	52.59
Clothing (textile and fur).....	39.9	39.1	38.8	103.3	102.2	97.7	41.22	39.96	37.91
Men's clothing.....	39.6	38.8	38.3	103.1	102.2	96.6	40.83	39.65	37.11
Women's clothing.....	38.5	37.9	36.2	110.9	109.3	103.0	42.70	41.42	37.29
Knit goods.....	41.3	40.7	41.6	99.0	98.4	96.5	40.89	39.93	40.14
*Wood products.....	42.5	41.7	42.6	136.4	134.1	129.9	57.97	56.04	55.34
Saw and planing mills.....	41.4	40.5	41.7	145.0	142.3	137.4	60.03	57.63	57.30
Furniture.....	44.8	44.5	44.6	125.1	124.1	118.5	56.04	55.22	52.85
Other wood products.....	43.1	42.6	43.8	117.8	116.0	113.0	50.77	49.42	49.49
Paper products.....	42.6	42.2	42.5	180.8	180.1	168.3	77.02	76.00	71.53
Pulp and paper mills.....	42.6	42.4	42.4	193.9	192.9	180.7	82.60	81.79	76.62
Other paper products.....	42.6	41.7	42.8	140.6	139.9	132.0	59.90	58.34	56.50
Printing, publishing and allied industries.....	40.7	40.4	40.4	181.6	180.2	173.9	73.91	72.80	70.26
*Iron and steel products.....	42.5	41.8	42.4	176.7	174.9	166.0	75.10	73.11	70.38
Agricultural implements.....	39.5	36.3	38.6	162.5	161.0	166.8	64.19	58.44	64.38
Fabricated and structural steel.....	43.1	43.0	41.7	175.8	176.3	167.3	75.77	75.81	69.93
Hardware and tools.....	42.1	41.8	42.5	158.9	162.3	149.9	66.90	67.84	63.71
Heating and cooking appliances.....	43.8	42.1	43.0	150.2	147.5	142.7	65.79	62.10	61.36
Iron castings.....	42.9	41.8	41.5	170.9	168.0	163.6	73.32	70.22	72.80
Machinery manufacturing.....	44.0	43.1	42.8	166.3	164.1	158.8	73.17	70.73	67.97
Primary iron and steel.....	41.4	41.3	41.5	205.8	202.6	186.2	85.20	83.67	77.27
Sheet metal products.....	42.0	41.5	42.6	169.4	169.9	157.8	71.15	70.51	67.22
*Transportation equipment.....	40.2	39.6	40.8	176.8	175.7	167.4	71.07	69.40	68.30
Aircraft and parts.....	42.1	41.6	41.7	181.3	179.5	174.1	76.33	74.67	72.60
Motor vehicles.....	37.8	36.6	41.7	192.7	197.0	183.6	72.84	72.10	76.56
Motor vehicle parts and accessories.....	38.8	38.7	41.0	177.5	176.2	162.6	68.87	68.19	66.67
Railroad and rolling stock equipment.....	39.9	38.6	39.2	171.9	170.6	159.8	68.59	65.85	62.64
Shipbuilding and repairing.....	41.8	41.4	40.4	166.9	165.0	159.4	69.76	68.31	64.40
*Non-ferrous metal products.....	41.4	41.0	41.4	176.7	174.0	168.7	73.15	71.34	69.84
Aluminum products.....	41.1	40.4	41.7	148.9	147.0	146.6	61.20	59.39	61.13
Brass and copper products.....	42.5	41.4	42.5	163.5	161.5	157.0	69.49	68.86	66.73
Smelting and refining.....	41.1	41.1	41.0	193.7	189.8	183.5	79.61	78.01	75.24
*Electrical apparatus and supplies.....	41.4	41.4	41.4	160.7	159.3	150.5	66.53	65.95	62.31
Heavy electrical machinery and equipment.....	41.6	41.8	41.1	177.9	175.2	164.6	74.01	73.23	67.65
Radios and radio parts.....	40.7	40.2	41.8	137.2	136.3	134.5	55.84	54.79	56.22
Batteries.....	42.1	41.0	44.1	157.7	155.7	153.3	66.39	63.84	67.61
Refrigerators, vacuum cleaners and appliances.....	38.9	40.3	40.4	159.8	157.0	140.4	62.16	63.27	56.72
Miscellaneous electrical products.....	42.0	41.7	41.7	157.4	156.4	150.0	65.11	65.22	62.01
Wire and cable.....	42.7	42.8	41.7	177.6	177.9	167.9	75.84	76.14	72.01
*Non-metallic mineral products.....	44.1	43.7	43.9	154.1	152.4	146.2	67.96	66.60	64.18
Clay products.....	43.5	43.0	44.8	143.8	142.9	136.6	62.55	61.45	61.20
Glass and glass products.....	41.8	41.9	42.4	152.4	149.1	144.8	63.70	62.47	61.40
Products of petroleum and coal.....	40.7	40.1	41.0	209.5	208.9	199.4	85.27	83.77	81.75
Chemical products.....	41.3	40.7	41.3	161.7	161.1	153.0	66.78	65.57	63.19
Medicinal and pharmaceutical preparations.....	41.9	40.9	41.7	130.0	129.8	125.4	54.47	53.09	52.29
Acids, alkalis and salts.....	41.3	40.8	41.6	187.2	185.3	174.6	77.31	75.60	72.63
Miscellaneous manufacturing industries.....	42.2	41.4	41.7	123.2	123.8	117.9	51.99	51.25	49.16
*Durable goods.....	41.8	41.2	41.9	166.3	164.4	156.7	69.51	67.73	65.66
Non-durable goods.....	41.3	40.9	41.2	139.6	139.3	132.5	57.65	56.97	54.59
Construction.....	44.2	43.4	41.4	165.9	166.0	150.5	73.33	71.61	62.31
Buildings and structures.....	44.1	43.4	40.9	179.7	178.4	162.9	79.25	77.43	66.63
Highways, bridges and streets.....	44.3	43.5	42.5	135.1	134.8	125.3	59.85	58.64	53.25
Electric and motor transportation.....	44.5	44.3	45.1	153.7	152.9	146.7	68.40	67.73	66.16
Service.....	40.3	40.4	40.5	89.7	87.9	86.1	36.15	35.51	34.87
Hotels and restaurants.....	40.4	40.7	40.8	89.3	86.7	85.8	36.08	35.29	35.01
Laundries and dry cleaning plants.....	40.9	40.6	40.7	85.7	85.5	82.5	35.05	34.71	33.58

\*Durable manufactured goods industries.

**TABLE C-6.—EARNINGS, HOURS AND REAL EARNINGS FOR WAGE EARNERS IN MANUFACTURING INDUSTRIES IN CANADA**

SOURCE: Man Hours and Hourly Earnings: Prices and Price Indexes D.B.S.

Period	Average Hours Worked per Week	Average Hourly Earnings	Average Weekly Earnings	Index Numbers (Av. 1949 = 100)		
				Average Weekly Earnings	Consumer Price Index	Average Real Weekly Earnings
		cts.	\$			
Monthly Average 1949.....	42.3	98.6	41.71	100.0	100.0	100.0
Monthly Average 1950.....	42.3	103.6	43.82	105.1	102.9	102.1
Monthly Average 1951.....	41.8	116.8	48.82	117.0	113.7	102.9
Monthly Average 1952.....	41.5	129.2	53.62	128.6	116.5	110.4
Monthly Average 1953.....	41.3	135.8	56.09	134.5	115.5	116.5
Monthly Average 1954.....	40.6	140.8	57.16	137.0	116.2	117.9
Monthly Average 1955.....	41.0	144.5	59.25	142.1	116.4	122.0
Week Preceding:						
September 1, 1955.....	41.2	143.8	59.25	142.1	116.8	121.7
October 1, 1955.....	41.5	144.8	60.09	144.1	116.9	123.3
November 1, 1955.....	41.7	145.4	60.63	145.4	116.9	124.4
December 1, 1955.....	41.6	146.1	60.78	145.7	116.9	124.6
January 1, 1956.....	41.4*	147.5	61.07*	146.4	116.8	125.3
February 1, 1956.....	41.2	147.3	60.69	145.5	116.4	125.0
March 1, 1956.....	41.3	148.5	61.33	147.0	116.4	126.3
April 1, 1956.....	41.1	150.5	61.86	148.3	116.6	127.2
May 1, 1956.....	41.4	151.1	62.56	150.0	116.6	128.6
June 1, 1956.....	40.9	151.9	62.13	149.0	117.8	126.5
July 1, 1956.....	41.2	152.7	62.91	150.8	118.5	127.3
August 1, 1956.....	40.8	152.4	62.18	149.1	119.1	125.2
Sept. (1) 1, 1956.....	41.0	152.1	62.36	149.5	119.0	125.6

NOTE: Average Real Weekly Earnings were computed by dividing the Consumer Price Index into the average Weekly earnings index. (Average 1949=100) by the Economics and Research Branch, Department of Labour.

\* Figures adjusted for holidays. The actual figures for January 1, 1956 are 39.0 and \$57.53.

(1) Latest figures subject to revision.



## D—National Employment Service Statistics

Tables D-1 to D-5 are based on regular statistical reports from local offices of the National Employment Service. These statistics are compiled from two different reporting forms, UIC 751: statistical report on employment operations by industry, and UIC 757: inventory of registrations and vacancies by occupation. The data on applicants and vacancies in these two reporting forms are not identical.

**TABLE D-1.—UNFILLED VACANCIES AND LIVE APPLICATIONS FOR EMPLOYMENT**

(Source: Form U.I.C. 757)

Period		Unfilled Vacancies*			Live Applications for Employment		
		Male	Female	Total	Male	Female	Total
Date Nearest:							
December	1, 1950.....	32,081	11,039	43,120	124,850	61,456	186,306
December	1, 1951.....	29,933	9,094	39,027	138,946	69,071	208,017
December	1, 1952.....	19,544	15,738	35,282	142,788	51,725	194,513
December	1, 1953.....	15,446	11,868	27,314	241,094	74,513	315,607
December	1, 1954.....	16,104	10,504	26,608	255,811	85,229	341,040
December	1, 1955.....	26,895	14,969	41,864	194,478	73,852	268,330
January	1, 1956.....	17,986	12,111	30,097	312,066	84,815	396,881
February	1, 1956.....	18,180	12,992	31,172	396,642	107,850	504,492
March	1, 1956.....	20,559	14,299	34,858	418,909	107,927	526,836
April	1, 1956.....	23,010	15,668	38,678	428,221	104,745	532,966
May	1, 1956.....	35,698	19,913	55,611	313,750	89,239	402,989
June	1, 1956.....	44,157	22,612	66,769	160,642	68,697	229,339
July	1, 1956.....	40,016	22,292	62,308	116,849	72,618	189,467
August	1, 1956.....	38,195	19,636	57,831	105,417	69,272	174,689
September	1, 1956.....	39,324	22,039	61,363	101,718	60,377	162,095
October	1, 1956.....	40,726	21,827	62,553	97,699	59,502	157,201
November	1, 1956 <sup>(1)</sup> .....	31,997	17,154	49,151	108,703	65,017	173,720
December	1, 1956 <sup>(1)</sup> .....	27,634	16,442	44,076	171,326	74,709	246,035

\*Current vacancies only. Deferred vacancies are excluded.

<sup>(1)</sup> Latest figures subject to revision.

**TABLE D-2.—UNFILLED VACANCIES BY INDUSTRY AND BY SEX AS AT  
OCTOBER 31, 1956 <sup>(1)</sup>**

(Source: Form U.I.C. 751)

Industry	Male	Female	Total	Change from		
				September 28, 1956	October 31, 1955	
<b>Agriculture, Fishing, Trapping</b> .....	<b>938</b>	<b>141</b>	<b>1,079</b>	<b>- 2,002</b>	<b>+</b> <b>170</b>	
<b>Forestry</b> .....	<b>11,078</b>	<b>14</b>	<b>11,092</b>	<b>+</b> <b>890</b>	<b>+</b> <b>1,919</b>	
<b>Mining, Quarrying and Oil Wells:</b>	<b>1,262</b>	<b>46</b>	<b>1,308</b>	<b>- 101</b>	<b>+</b> <b>699</b>	
Metal Mining.....	708	16	724	- 99	+	462
Fuels.....	459	11	470	+	9	237
Non-Metal Mining.....	47	4	51	+	19	17
Quarrying, Clay and Sand Pits.....	15	4	19	+	1	10
Prospecting.....	33	11	44	- 31	-	27
<b>Manufacturing</b> .....	<b>5,532</b>	<b>3,358</b>	<b>8,890</b>	<b>- 3,325</b>	<b>+</b> <b>1,548</b>	
Foods and Beverages.....	445	365	810	- 805	+	262
Tobacco and Tobacco Products.....	3	23	26	- 3	+	13
Rubber Products.....	40	25	65	+	21	4
Leather Products.....	116	181	297	- 132	+	20
Textile Products (except clothing).....	284	270	554	- 69	+	256
Clothing (textile and fur).....	276	1,418	1,694	- 558	+	171
Wood Products.....	557	103	660	- 381	+	144
Paper Products.....	195	81	276	- 154	+	87
Printing, Publishing and Allied Industries.....	199	99	298	- 134	+	17
Iron and Steel Products.....	1,063	200	1,263	- 344	+	327
Transportation Equipment.....	1,183	85	1,268	- 41	+	297
Non-Ferrous Metal Products.....	189	81	270	- 193	-	46
Electrical Apparatus and Supplies.....	434	128	562	- 161	-	117
Non-Metallic Mineral Products.....	141	31	172	- 89	+	28
Products of Petroleum and Coal.....	44	13	57	- 32	-	5
Chemical Products.....	217	98	315	- 67	+	80
Miscellaneous Manufacturing Industries.....	146	157	303	- 141	+	18
<b>Construction</b> .....	<b>4,408</b>	<b>123</b>	<b>4,531</b>	<b>- 3,165</b>	<b>+</b> <b>1,163</b>	
General Contractors.....	3,195	65	3,260	- 2,458	+	918
Special Trade Contractors.....	1,213	58	1,271	- 707	+	245
<b>Transportation, Storage and Communication</b> .....	<b>1,902</b>	<b>391</b>	<b>2,293</b>	<b>- 427</b>	<b>+</b> <b>1,078</b>	
Transportation.....	1,560	135	1,695	- 468	+	827
Storage.....	61	22	83	- 52	+	43
Communication.....	281	234	515	+	93	208
<b>Public Utility Operation</b> .....	<b>253</b>	<b>26</b>	<b>279</b>	<b>- 60</b>	<b>+</b> <b>170</b>	
<b>Trade</b> .....	<b>3,344</b>	<b>2,939</b>	<b>6,283</b>	<b>- 1,938</b>	<b>+</b> <b>872</b>	
Wholesale.....	1,061	653	1,714	- 783	+	335
Retail.....	2,283	2,286	4,569	- 1,155	+	537
<b>Finance, Insurance and Real Estate</b> .....	<b>624</b>	<b>832</b>	<b>1,456</b>	<b>- 292</b>	<b>+</b> <b>196</b>	
<b>Service</b> .....	<b>3,384</b>	<b>9,417</b>	<b>12,801</b>	<b>- 3,284</b>	<b>+</b> <b>2,666</b>	
Community or Public Service.....	486	1,547	2,033	- 291	+	876
Government Service.....	1,265	433	1,698	- 537	+	379
Recreation Service.....	249	151	400	- 60	+	175
Business Service.....	596	391	987	- 288	+	74
Personal Service.....	788	6,895	7,683	- 2,108	+	1,162
<b>Grand Total</b> .....	<b>32,725</b>	<b>17,287</b>	<b>50,012</b>	<b>- 13,704</b>	<b>+</b> <b>10,481</b>	

Preliminary—subject to revision.

Current vacancies only. Deferred vacancies are excluded.

**TABLE D-3.—UNFILLED VACANCIES AND LIVE APPLICATIONS FOR EMPLOYMENT,  
BY OCCUPATION AND BY SEX AS AT NOVEMBER 1, 1956 <sup>(1)</sup>**

(SOURCE: Form UIC 757)

Occupational Group	Unfilled Vacancies <sup>(2)</sup>			Live Applications for Employment		
	Male	Female	Total	Male	Female	Total
Professional and managerial workers.....	2,533	902	3,435	2,943	1,245	4,188
Clerical workers.....	1,712	4,015	5,727	6,363	20,074	26,437
Sales workers.....	1,352	1,543	2,895	2,909	8,117	11,026
Personal and domestic service workers.....	1,118	7,685	8,803	17,104	11,816	28,920
Seamen.....	21	.....	21	574	5	579
Agriculture and fishing.....	1,004	53	1,057	1,162	165	1,327
Skilled and semiskilled workers.....	19,443	1,895	21,338	43,020	11,861	54,881
Food and kindred products (inc. tobacco).....	102	28	130	798	352	1,150
Textiles, clothing, etc.....	253	1,438	1,691	1,385	6,756	8,141
Lumber and lumber products.....	11,017	4	11,021	3,430	115	3,545
Pulp, paper (inc. printing).....	86	11	97	434	324	758
Leather and leather products.....	45	70	115	650	851	1,501
Stone, clay and glass products.....	19	2	21	130	39	169
Metalworking.....	1,238	14	1,252	7,770	716	8,486
Electrical.....	419	33	452	609	717	1,326
Transportation equipment.....	15	6	21	609	49	658
Mining.....	610	.....	610	383	.....	383
Construction.....	2,101	.....	2,101	8,787	2	8,789
Transportation (except seamen).....	1,169	17	1,186	7,100	82	7,182
Communications and public utility.....	61	.....	61	203	1	204
Trade and service.....	290	202	492	1,511	984	2,495
Other skilled and semiskilled.....	1,744	59	1,803	7,000	641	7,641
Foremen.....	62	6	68	1,027	225	1,252
Apprentices.....	212	5	217	1,194	7	1,201
Unskilled workers.....	4,814	1,061	5,875	34,628	11,734	46,362
Food and tobacco.....	128	228	356	1,352	2,327	3,679
Lumber & lumber products.....	457	23	480	3,494	277	3,771
Metalworking.....	157	46	203	3,724	366	4,090
Construction.....	2,267	.....	2,267	13,320	3	13,323
Other unskilled workers.....	1,805	764	2,569	12,738	8,761	21,499
<b>GRAND TOTAL.....</b>	<b>31,997</b>	<b>17,154</b>	<b>49,151</b>	<b>108,703</b>	<b>65,017</b>	<b>173,720</b>

<sup>(1)</sup> Preliminary—subject to revision.

<sup>(2)</sup> Current vacancies only. Deferred vacancies are excluded.



**TABLE D-4.—UNFILLED VACANCIES AND LIVE APPLICATIONS AT  
NOVEMBER 1, 1956**

(SOURCE: U.I.C. 757)

Office	Unfilled Vacancies <sup>(2)</sup>			Live Applications		
	(1) Nov. 1, 1956	Previous Month Sept. 27, 1956	Previous Year Nov. 3, 1955	(1) Nov. 1, 1956	Previous Month Sept. 27, 1956	Previous Year Nov. 3, 1955
<b>Newfoundland</b> .....	<b>626</b>	<b>847</b>	<b>171</b>	<b>4,050</b>	<b>2,870</b>	<b>3,851</b>
Corner Brook.....	11	14	22	990	916	920
Grand Falls.....	78	17	3	420	254	369
St. John's.....	537	816	146	2,640	1,700	2,562
<b>Prince Edward Island</b> .....	<b>166</b>	<b>582</b>	<b>306</b>	<b>836</b>	<b>685</b>	<b>1,062</b>
Charlottetown.....	112	205	79	594	372	653
Summerside.....	54	377	227	242	313	409
<b>Nova Scotia</b> .....	<b>1,386</b>	<b>1,319</b>	<b>1,331</b>	<b>8,022</b>	<b>7,138</b>	<b>11,008</b>
Amherst.....	19	37	14	306	310	397
Bridgewater.....	31	44	29	285	294	339
Halifax.....	767	768	893	2,543	2,535	3,359
Inverness.....				185	121	197
Kentville.....	184	205	97	483	477	575
Liverpool.....	171	45	121	190	165	128
New Glasgow.....	92	63	91	962	594	1,604
Springhill.....	9	7	3	192	155	408
Sydney.....	34	28	17	1,787	1,714	2,480
Truro.....	66	58	55	497	373	700
Yarmouth.....	13	4	11	592	400	821
<b>New Brunswick</b> .....	<b>1,689</b>	<b>1,836</b>	<b>936</b>	<b>7,494</b>	<b>6,301</b>	<b>8,852</b>
Bathurst.....	16	8	6	477	396	524
Campbellton.....	93	131	28	345	312	481
Edmunston.....	40	36	25	328	262	374
Fredericton.....	380	484	364	500	513	503
Minto.....	243	190	21	232	245	293
Moncton.....	598	570	305	1,948	1,460	2,312
Newcastle.....	18	20	12	618	580	614
Saint John.....	185	198	138	2,144	1,847	2,675
St. Stephen.....	17	30	12	502	361	582
Sussex.....	36	18	20	205	142	214
Woodstock.....	63	151	5	195	183	280
<b>Quebec</b> .....	<b>17,758</b>	<b>19,388</b>	<b>16,536</b>	<b>49,364</b>	<b>43,200</b>	<b>60,490</b>
Asbestos.....	30	41	41	304	281	198
Beauharnois.....	41	97	34	261	222	356
Buckingham.....	26	12	9	427	236	248
Causapsal.....	436	315	429	445	421	678
Chandler.....	19	11	5	149	94	209
Chicoutimi.....	669	726	215	560	405	599
Dolbeau.....	330	341	146	187	195	223
Drummondville.....	45	65	44	906	835	936
Farnham.....	92	93	81	366	313	560
Forestville.....	1,490	1,405	700	198	187	144
Gaspé.....	25	70	2	117	105	167
Granby.....	55	45	14	729	738	1,049
Hull.....	69	105	52	1,120	932	1,207
Joliette.....	195	170	197	1,096	1,000	1,215
Jonquière.....	215	111	56	640	612	797
Lachute.....	56	78	28	309	229	248
La Malbaie.....		3	1	227	185	226
La Tuque.....	1,826	984	2,523	307	169	247
Levis.....	132	198	60	915	920	1,289
Louiseville.....	125	138	46	278	239	266
Magog.....	16	3	20	351	311	225
Maniwaki.....	10	14	68	107	66	104
Matane.....	483	504	294	155	147	235
Mégantic.....	23	10	16	251	178	342
Mont-Laurier.....	17	5	8	234	223	188
Montmagny.....	27	47	41	385	345	478
Montréal.....	6,211	8,362	5,176	17,331	15,885	24,259
New Richmond.....	16	26	96	163	173	321
Port Alfred.....	38	10	525	271	169	173
Québec.....	917	889	798	5,488	4,579	6,827
Rimouski.....	301	248	1,691	565	673	405
Rivière du Loup.....	72	55	27	647	483	510
Roberval.....	131	144	115	184	166	173
Rouyn.....	395	413	367	794	721	775
Ste. Agathe.....	11	15	20	230	176	305
Ste. Anne de Bellevue.....	128	160	99	256	215	352
Ste. Thérèse.....	116	189	36	509	414	643
St. Georges Est.....	434	444	282	779	445	685
St. Hyacinthe.....	46	172	75	925	836	821
St. Jean.....	93	85	92	734	732	926
St. Jérôme.....	58	45	40	641	509	625
Ville d'Alma.....	228	293	133	534	583	761
Sept Îles.....	423	479	232	164	110	225
Shawinigan Falls.....	160	82	88	1,357	951	1,589
Sherbrooke.....	144	255	187	1,763	1,456	2,046
Sorel.....	108	477	41	776	762	654
Thetford Mines.....	66	55	30	559	533	647

**TABLE D-4.—UNFILLED VACANCIES AND LIVE APPLICATIONS AT  
NOVEMBER 1, 1956**

(SOURCE: U.I.C. 757)

Office	Unfilled Vacancies(?)			Live Applications		
	(1) Nov. 1, 1956	Previous Month Sept. 27, 1956	Previous Year Nov. 3, 1955	(1) Nov. 1, 1956	Previous Month Sept. 27, 1956	Previous Year Nov. 3, 1955
<b>Quebec—Con.</b>						
Trois-Rivières.....	455	588	833	1,557	1,236	2,085
Val d'Or.....	597	535	328	650	576	595
Valleyfield.....	118	148	53	629	586	765
Victoriaville.....	40	58	42	834	643	889
<b>Ontario.....</b>	<b>16,121</b>	<b>19,638</b>	<b>11,677</b>	<b>62,322</b>	<b>66,777</b>	<b>71,383</b>
Arnprior.....	69	162	28	96	101	123
Barrie.....	60	300	116	469	711	792
Belleville.....	20	65	13	498	461	833
Bracebridge.....	84	133	42	286	156	393
Brampton.....	55	81	53	241	252	311
Brantford.....	93	69	72	2,015	2,191	1,493
Brockville.....	41	37	23	137	129	215
Carleton Place.....	7	4	1	81	73	109
Chatham.....	119	362	96	1,085	757	1,195
Cobourg.....	8	10	10	506	499	436
Collingwood.....	14	63	8	303	251	495
Cornwall.....	174	215	164	1,126	1,027	1,183
Fort Erie.....	12	32	19	252	327	434
Fort Frances.....	55	69	9	89	57	157
Fort William.....	700	811	391	589	608	704
Galt.....	111	123	88	455	537	470
Gananoque.....	6	12	13	140	107	136
Goderich.....	36	34	26	217	143	267
Guelph.....	122	140	158	632	606	800
Hamilton.....	1,102	1,197	747	5,169	5,456	4,534
Hawkesbury.....	24	15	41	261	210	286
Ingersoll.....	40	77	28	297	192	257
Kapuskasing.....	306	428	29	147	115	255
Kenora.....	136	159	39	159	106	241
Kingston.....	110	159	146	625	626	883
Kirkland Lake.....	244	448	96	319	264	408
Kitchener.....	150	218	130	562	622	1,017
Leamington.....	19	56	25	615	399	306
Lindsay.....	37	45	43	233	435	537
Listowel.....	47	47	12	76	57	145
London.....	770	961	533	2,316	1,936	2,654
Midland.....	20	44	13	232	186	309
Napanee.....	12	12	6	158	152	253
Newmarket.....	124			303		
New Toronto.....	235	353	130	1,274	1,244	1,555
Niagara Falls.....	119	270	55	617	434	1,075
North Bay.....	73	85	68	358	326	628
Oakville.....	339	296	195	215	253	169
Orillia.....	23	38	57	290	259	472
Oshawa.....	348	220	61	2,062	6,504	6,146
Ottawa.....	1,248	1,217	1,603	2,106	2,094	2,464
Owen Sound.....	62	78	49	584	508	622
Parry Sound.....		2	4	58	57	109
Pembroke.....	245	385	183	581	490	823
Perth.....	27	47	37	119	87	195
Peterborough.....	177	314	65	1,154	1,135	1,454
Pictou.....	11	16	6	205	100	209
Port Arthur.....	777	923	126	717	537	1,101
Port Colborne.....	19	30	8	240	255	282
Prescott.....	18	42	83	154	179	282
Renfrew.....	21	25	14	179	116	275
St. Catharines.....	134	154	123	1,352	1,915	1,993
St. Thomas.....	137	144	80	366	278	490
Sarnia.....	117	132	77	889	722	824
Sault Ste. Marie.....	520	517	146	543	520	629
Simcoe.....	56	65	25	328	228	375
Sioux Lookout.....	64	56	8	56	48	104
Smiths Falls.....	5	10	11	142	111	238
Stratford.....	52	89	45	277	246	288
Sturgeon Falls.....	8	4	9	261	189	689
Sudbury.....	285	413	122	831	787	1,128
Timmins.....	741	309	74	576	450	938
Toronto.....	4,639	5,939	4,287	13,392	13,419	16,698
Trenton.....	72	94	32	378	305	508
Walkerton.....	61	88	40	127	138	227
Wallaceburg.....	12	18	20	283	250	161
Welland.....	107	110	32	461	399	653
Weston.....	173	348	256	804	762	865
Windsor.....	244	280	391	9,391	11,353	4,117
Woodstock.....	26	21	32	303	327	206
<b>Manitoba.....</b>	<b>3,031</b>	<b>4,542</b>	<b>1,915</b>	<b>7,857</b>	<b>6,119</b>	<b>11,120</b>
Brandon.....	205	412	144	496	339	773
Dauphin.....	25	52	10	189	116	339
Flin Flon.....	77	158	49	158	108	174
Portage la Prairie.....	37	84	25	271	215	437
The Pas.....	9	43	6	102	34	66
Winnipeg.....	2,588	3,793	1,681	6,641	5,307	9,331

**TABLE D-4.—UNFILLED VACANCIES AND LIVE APPLICATIONS AT  
NOVEMBER 1, 1956**

(SOURCE: U.I.C. 757)

Office	Unfilled Vacancies <sup>(2)</sup>			Live Applications		
	(1) Nov. 1, 1956	Previous Month Sept. 27, 1956	Previous Year Nov. 3, 1955	(1) Nov. 1, 1956	Previous Month Sept. 27, 1956	Previous Year Nov. 3, 1955
<b>Saskatchewan</b> .....	<b>1,653</b>	<b>2,739</b>	<b>807</b>	<b>4,029</b>	<b>2,973</b>	<b>5,789</b>
Estevan.....	105	294	38	111	67	111
Moose Jaw.....	306	468	126	435	305	619
North Battleford.....	102	172	28	220	211	358
Prince Albert.....	76	179	60	557	405	616
Regina.....	369	643	231	1,059	815	1,691
Saskatoon.....	267	472	171	1,037	737	1,384
Swift Current.....	145	145	62	172	106	221
Weyburn.....	118	73	33	74	36	132
Yorkton.....	165	293	58	364	291	657
<b>Alberta</b> .....	<b>3,960</b>	<b>6,539</b>	<b>2,749</b>	<b>6,814</b>	<b>4,740</b>	<b>9,307</b>
Blairmore.....	84	112	51	98	107	232
Calgary.....	976	1,665	868	2,651	1,891	3,487
Drumheller.....	50	49	19	104	102	145
Edmonton.....	1,559	2,789	1,361	2,655	1,776	3,634
Edson.....	737	1,065	64	155	88	139
Lethbridge.....	292	412	230	468	358	908
Medicine Hat.....	137	271	89	385	266	479
Red Deer.....	125	206	67	298	152	233
<b>British Columbia</b> .....	<b>2,761</b>	<b>5,123</b>	<b>2,505</b>	<b>22,932</b>	<b>16,398</b>	<b>23,473</b>
Chilliwack.....	64	106	42	747	417	639
Courtenay.....	21	56	15	305	222	301
Cranbrook.....	6	50	38	150	120	170
Dawson Creek.....	66	182	27	88	39	184
Duncan.....	43	156	50	375	270	333
Kamloops.....	63	160	84	276	198	321
Kelowna.....	13	40	32	289	155	185
Kitimat.....	99	214	144	164	142	114
Mission City.....	11	29	19	477	236	377
Nanaimo.....	68	52	42	501	455	588
Nelson.....	34	65	32	236	178	242
New Westminster.....	236	364	126	3,180	2,403	3,066
Penticton.....	17	45	32	244	123	176
Port Alberni.....	38	104	24	403	226	314
Prince George.....	177	327	78	764	378	787
Prince Rupert.....	93	123	40	596	229	572
Princeton.....	7	15	5	73	54	80
Trail.....	6	23	39	243	181	297
Vancouver.....	1,361	2,416	1,318	11,235	8,517	12,086
Vernon.....	23	71	56	280	177	286
Victoria.....	282	435	234	2,186	1,603	2,068
Whitehorse.....	33	90	28	120	75	287
<b>Canada</b> .....	<b>49,151</b>	<b>62,553</b>	<b>38,933</b>	<b>173,720</b>	<b>157,201</b>	<b>206,335</b>
Males.....	31,997	40,726	24,268	108,703	97,699	136,620
Females.....	17,154	21,827	14,665	65,017	59,502	69,715

<sup>1</sup> Preliminary subject to revision.

<sup>2</sup> Current vacancies only. Deferred vacancies are excluded.

**TABLE D-5.—PLACEMENTS EFFECTED BY EMPLOYMENT OFFICES**

(SOURCE: Form U.I.C. 751)

1951—1956

Year	Total	Male	Female	Atlantic Region	Quebec Region	Ontario Region	Prairie Region	Pacific Region
1951.....	918,238	655,933	262,305	68,895	223,979	332,499	196,754	96,111
1952.....	980,507	677,777	302,730	84,640	251,744	320,684	207,569	115,870
1953.....	993,406	661,167	332,239	76,913	259,874	342,678	201,670	112,271
1954.....	861,588	545,452	316,136	67,893	209,394	277,417	175,199	131,685
1955.....	953,576	642,726	310,850	67,619	222,370	343,456	178,015	142,116
1955 (10 months).....	808,030	542,740	265,290	56,508	188,796	287,721	151,034	123,971
1956 (10 months).....	906,619	653,776	252,843	59,164	218,842	327,513	181,278	119,822



## E—Unemployment Insurance

**TABLE E-1.—BENEFICIARIES AND BENEFIT PAYMENTS BY PROVINCE,  
OCTOBER 1956**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Estimated Average Number of Beneficiaries Per Week* (in thousands)	Number Commencing Benefit on Initial and Renewal Claims	Weeks Paid† (Disability Days in Brackets)	Amount of Benefit Paid \$
Newfoundland.....	2.1	941	9,033 (383)	171,691
Prince Edward Island.....	.4	177	1,908 (94)	31,739
Nova Scotia.....	5.3	2,738	23,360 (2,270)	421,198
New Brunswick.....	4.3	2,183	18,836 (1,924)	354,705
Quebec.....	28.4	15,307	125,005 (26,400)	2,276,217
Ontario.....	39.2	20,770	172,575 (20,338)	3,514,742
Manitoba.....	3.7	1,413	16,398 (2,419)	293,239
Saskatchewan.....	1.7	614	7,508 (909)	132,905
Alberta.....	2.4	1,153	10,270 (1,198)	194,076
British Columbia.....	8.0	4,827	35,314 (5,351)	675,592
Total, Canada, October, 1956.....	95.5	50,123	420,207 (61,286)	8,066,104
Total, Canada, September, 1956.....	99.1	40,640	376,561 (57,426)	7,087,703
Total, Canada, October, 1955.....	111.1	54,981	280,834 (55,127)‡	7,535,340

\* Based on the number of payment documents for the month.

† Under the old Act, payment was made on the basis of "days", whereas now the basis is "weekly".

‡ Weeks paid, unemployment after, and not including, October 1. Days paid, unemployment to October 1 inclusive numbered 944,389.

**TABLE E-2.—CLAIMANTS HAVING AN UNEMPLOYMENT REGISTER IN THE  
“LIVE FILE” ON THE LAST WORKING DAY OF THE MONTH, BY  
DURATION, SEX AND PROVINCE, OCTOBER 31, 1956**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province and Sex	Duration on the Register (weeks)									October 31, 1955 Total
	Total	1	2	3-4	5-8	9-12	13-16	17-20	Over 20	
CANADA.....	139,377	40,535	13,408	17,895	20,142	13,361	8,871	6,403	18,762	163,100
Male.....	88,259	29,284	8,861	11,616	11,998	7,965	4,375	3,216	10,944	109,132
Female.....	51,118	11,251	4,547	6,279	8,144	5,396	4,496	3,187	7,818	53,968
Newfoundland.....	3,920	1,206	628	476	500	389	222	177	422	3,343
Male.....	3,495	1,138	594	419	440	232	186	147	339	3,021
Female.....	425	68	34	57	60	57	36	30	83	322
Prince Edward Island....	586	157	63	77	85	51	33	42	78	618
Male.....	384	129	41	52	51	26	15	26	44	445
Female.....	202	28	22	25	34	25	18	16	34	173
Nova Scotia.....	8,323	2,002	823	1,182	1,297	743	535	455	1,286	9,877
Male.....	6,605	1,651	677	973	973	574	403	340	1,014	8,238
Female.....	1,718	351	146	209	324	169	132	115	272	1,639
New Brunswick.....	7,244	1,953	734	1,001	1,045	678	516	374	943	7,591
Male.....	5,194	1,493	540	751	771	442	319	254	624	5,743
Female.....	2,050	460	194	250	274	236	197	120	319	1,848
Quebec.....	42,901	12,096	4,742	5,967	6,214	3,600	2,688	2,036	5,558	51,287
Male.....	25,468	8,604	3,006	3,812	3,520	1,772	1,125	825	2,804	32,812
Female.....	17,433	3,492	1,736	2,155	2,694	1,828	1,563	1,211	2,754	18,475
Ontario.....	48,428	12,962	3,721	5,763	7,494	6,141	3,235	2,316	6,796	56,362
Male.....	30,242	8,935	2,295	3,620	4,530	4,047	1,585	1,186	4,044	36,905
Female.....	18,186	4,027	1,426	2,143	2,964	2,094	1,650	1,130	2,752	19,457
Manitoba.....	5,645	1,902	357	591	732	449	362	252	1,000	7,818
Male.....	3,001	1,176	203	309	312	188	144	108	561	4,666
Female.....	2,644	726	154	282	420	261	218	144	439	3,152
Saskatchewan.....	2,330	479	287	276	353	212	171	116	436	3,813
Male.....	1,238	344	180	140	147	95	64	46	232	2,510
Female.....	1,092	145	107	136	206	117	107	70	204	1,303
Alberta.....	4,242	1,426	428	547	591	311	222	155	562	6,237
Male.....	2,517	981	258	279	297	159	118	80	345	4,146
Female.....	1,725	445	170	268	294	152	104	75	217	2,091
British Columbia.....	15,758	6,352	1,625	2,015	1,831	887	887	480	1,681	16,154
Male.....	10,115	4,843	1,067	1,261	957	430	416	204	937	10,646
Female.....	5,643	1,509	558	754	874	457	471	276	744	5,508

**TABLE E-3.—INITIAL AND RENEWAL CLAIMS FOR BENEFIT BY PROVINCE,  
OCTOBER 1956**

Source: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Claims filed at Local Offices			Disposal of Claims and Claims Pending at End of Month			
	Total*	Initial	Renewal	Total Disposed of†	Entitled to Benefit	Not Entitled to Benefit	Pending
Newfoundland.....	2,361	1,770	591	1,707	1,125	582	1,035
Prince Edward Island.....	349	250	99	263	185	78	124
Nova Scotia.....	4,598	2,856	1,742	4,419	3,189	1,230	1,079
New Brunswick.....	3,999	2,632	1,367	3,587	2,553	1,034	1,074
Quebec.....	27,151	17,736	9,415	25,439	19,007	6,432	6,750
Ontario.....	30,135	17,974	12,161	32,654	25,529	7,125	6,370
Manitoba.....	3,101	2,231	870	2,723	2,002	721	638
Saskatchewan.....	1,329	1,018	311	1,046	669	337	439
Alberta.....	2,674	1,886	788	2,098	1,428	670	922
British Columbia.....	12,232	8,334	3,898	9,972	6,906	3,066	3,792
Total, Canada, October, 1956.....	87,929	56,687	31,242	83,908	62,593	21,315	22,223
Total, Canada, September, 1956.....	65,007	42,270	22,737	63,460	47,395	16,065	18,202
Total, Canada, October, 1955.....	94,744	57,307	37,437	90,778	62,600	28,178	24,082

\*In addition, revised claims received numbered 16,125.

†In addition, 16,101 revised claims were disposed of. Of these, 1,231 were special requests not granted and 986 were appeals by claimants. There were 1,900 revised claims pending at the end of the month.

**TABLE E-4.—ESTIMATES OF THE INSURED POPULATION UNDER THE  
UNEMPLOYMENT INSURANCE ACT**

Source: Report on Operation of the Unemployment Insurance Act, D.B.S.

Beginning of Month:	Total	Employed	Claimants*
1955—September.....	3,456,000	3,303,200	152,800
October.....	3,457,000	3,311,600	145,400
November.....	3,469,000	3,305,900	163,100
December.....	3,517,000	3,297,200	219,800
1956—January.....	3,600,000	3,211,900	388,100†
February.....	3,613,000	3,136,100	476,900†
March.....	3,666,000	3,155,000	511,000†
April.....	3,675,000	3,163,900	511,100†
May.....	3,502,000	3,209,900	292,100
June.....	3,519,000	3,330,100	188,900
July.....	3,601,000	3,465,000	136,000
August.....	3,644,000	3,505,500	188,500
September.....	Not available	Not available	Not available

\* Claimants having an unemployment register in the live file last working day of preceding month. The series prior to November 1955 has been revised to include all claimants (ordinary, short-time and temporary lay-off).

† Includes seasonal benefit claimants.



## F—Prices

**TABLE F-1.—TOTAL AND MAIN COMPONENTS OF THE CONSUMER PRICE INDEX**

(1949 = 100)

Calculated by the Dominion Bureau of Statistics

—	Total	Food	Shelter	Clothing	Household Operation	Other Commodi- ties and Services
1949—Year.....	100.0	100.0	100.0	100.0	100.0	100.0
1950—Year.....	102.9	102.6	106.2	99.7	102.4	103.1
1951—Year.....	113.7	117.0	114.4	109.8	113.1	111.5
1952—Year.....	116.5	116.8	102.2	111.8	116.2	116.0
1953—Year.....	115.5	112.6	123.6	110.1	117.0	115.8
1955—January.....	116.4	112.1	128.4	108.1	117.1	118.2
February.....	116.3	111.5	128.5	108.1	117.1	118.3
March.....	116.0	110.7	128.6	108.0	117.0	118.3
April.....	116.1	111.0	128.7	107.9	116.9	118.1
May.....	116.4	112.3	128.8	107.9	116.4	118.3
June.....	115.9	111.0	129.2	107.8	116.1	117.8
July.....	116.0	111.5	129.6	107.8	115.8	117.7
August.....	116.4	112.4	129.8	108.8	115.8	118.0
September.....	116.8	113.7	130.0	107.8	115.9	117.9
October.....	116.9	113.5	130.2	107.8	116.1	118.1
November.....	116.9	113.0	130.6	107.9	116.5	118.3
December.....	116.9	112.4	131.0	108.5	116.6	118.3
1956—January.....	116.8	111.5	131.3	108.6	116.5	119.0
February.....	116.4	109.9	131.5	108.6	116.7	119.3
March.....	116.4	109.1	131.6	108.7	116.8	119.9
April.....	116.6	109.7	131.9	108.7	116.6	120.1
May.....	116.6	109.3	132.1	108.8	116.5	120.5
June.....	117.8	112.5	132.6	108.6	116.7	120.6
July.....	118.5	114.4	132.7	108.6	116.7	121.1
August.....	119.1	115.9	133.0	108.4	116.8	121.3
September.....	119.0	115.5	133.1	108.4	117.1	121.4
October.....	119.8	117.4	133.3	108.5	117.7	121.6
November.....	120.3	117.9	133.4	108.4	118.1	122.8

**TABLE F-2.—CONSUMER PRICE INDEXES FOR REGIONAL CITIES OF CANADA,  
AT THE BEGINNING OF NOVEMBER, 1956**

(1949 = 100)

Source: Dominion Bureau of Statistics

—	Total			Food	Shelter	Clothing	House- hold Operation	Other Com- modities and Services
	Nov. 1955	Oct. 1956	Nov. 1956					
(1) St. John's Nfld.....	104.6	106.9	107.0	102.9	110.1	100.2	105.9	115.7
Halifax.....	114.9	117.7	118.0	111.8	127.1	115.4	121.7	121.6
Saint John.....	117.6	120.0	120.4	115.4	130.6	116.8	118.8	126.5
Montreal.....	117.1	119.9	120.9	120.9	138.3	106.8	115.3	122.8
Ottawa.....	117.7	120.9	121.5	117.0	140.4	111.6	115.9	125.8
Toronto.....	119.0	122.5	123.1	117.5	149.2	111.2	118.2	123.8
Winnipeg.....	116.9	118.1	118.4	114.9	128.4	113.7	114.1	122.1
Saskatoon—Regina.....	115.6	117.2	117.2	116.6	118.1	115.0	117.7	117.8
Edmonton—Calgary.....	115.1	117.5	117.7	115.3	121.2	113.4	118.4	121.3
Vancouver.....	118.6	121.2	121.5	118.4	129.3	112.5	128.1	122.9

N.B.—Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of prices as between cities.

(1) St. John's Index on the base June 1951 = 100.

## G—Strikes and Lockouts

**TABLE G-1.—STRIKES AND LOCKOUTS IN CANADA, JANUARY-NOVEMBER  
1955, 1956†**

Date	Number of Strikes and Lockouts		Number of Workers Involved		Time Loss	
	Com- mencing During Month	In Existence	Com- mencing During Month	In Existence	In Man- working Days	Per Cent of Esti- mated Working Time
1956*						
January.....	13‡	13	17,335‡	17,335	338,340	0.38
February.....	12	22	3,884	20,144	234,795	0.27
March.....	12	22	2,324	3,243	16,875	0.02
April.....	14	20	2,500	2,772	10,050	0.01
May.....	29	33	16,420	17,855	136,510	0.16
June.....	23	36	9,576	16,815	77,775	0.09
July.....	32	39	8,260	9,193	57,820	0.07
August.....	32	52	9,387	13,463	87,710	0.10
September.....	24	48	9,631	14,069	111,200	0.13
October.....	10	40	6,867	15,315	133,870	0.15
November.....	17	36	1,940	4,241	40,860	0.05
Cumulative.....	218		88,124		1,245,805	0.13
1955						
January.....	18‡	18	12,179‡	12,179	218,985	0.25
February.....	5	12	346	2,843	20,669	0.02
March.....	7	13	1,778	2,297	15,752	0.02
April.....	16	21	1,821	2,656	25,369	0.03
May.....	9	17	2,237	3,200	40,500	0.05
June.....	24	32	5,216	6,730	47,510	0.05
July.....	19	33	7,869	10,924	95,975	0.11
August.....	15	26	2,501	6,449	92,225	0.11
September.....	17	34	18,583	23,176	214,090	0.24
October.....	12	24	4,578	23,587	384,190	0.44
November.....	13	27	1,803	21,581	379,725	0.43
Cumulative.....	155		58,911		1,534,990	0.16

\* Preliminary figures.

‡ Strikes unconcluded at the end of the previous year are included in these totals.

† The record of the Department includes lockouts as well as strikes but a lockout, or an industrial condition which is undoubtedly a lockout, is not often encountered. In the statistical table, therefore, strikes and lockouts are recorded together. A strike or lockout included as such in the records of the Department is a cessation of work involving six or more employees and lasting at least one working day. Strikes of less than one day's duration and strikes involving less than six employees are not included in the published record unless ten days or more time loss is caused but a separate record of such strikes is maintained in the Department and these figures are given in the annual review. The records include all strikes and lockouts which come to the knowledge of the Department and the methods taken to obtain information preclude the probability of omissions of strikes of importance. Information as to a strike involving a small number of employees or for a short period of time is frequently not received until some time after its commencement.

**TABLE G-2.—STRIKES AND LOCKOUTS, CANADA, NOVEMBER 1956 <sup>(1)</sup>**

Industry, Occupation, Locality	Number Involved		Time Loss in Man- Working Days	Date Began	Particulars (2)
	Estab- lish- ments	Workers			
Strikes and Lockouts in Progress Prior to November 1956					
MANUFACTURING— <i>Vegetable Foods, etc.—</i> Flour mill workers, Humberstone, Ont.	1	185	370	Aug. 8	For a new agreement providing for increased wages, time-and-one-half for Saturday work and improved welfare plan, following reference to conciliation board; concluded November 2; conciliation; compromise.
<i>Tobacco and Liquors—</i> Cigar and cigarette factory workers, Montreal, Que.	1	211	4,400	Oct. 1	For a new agreement providing for increased wages and other changes, pending reference to arbitration board; unconcluded.
<i>Boots and Shoes (Leather)—</i> Shoe factory workers, L'Assomption, Que.	1	75	1,850	Sep. 19	For a new agreement providing for increased wages and fringe benefits, following conciliation; unconcluded.
<i>Textiles, Clothing, etc.—</i> Cotton, jute and paper bag factory workers, Vancouver, B.C.	1	26	100	July 17	For a new agreement providing for increased wages in textile department to parity with paper department, following reference to conciliation board; concluded November 6; negotiations; in favour of workers.
Textile factory workers, Montmagny, Que.	1	353	1,000	July 30	For a new agreement providing for increased wages, adjustment of job classifications and other changes, following reference to arbitration board; concluded November 5; conciliation; compromise.
Textile factory workers, Ste. Rose, Que.	1	.....	.....	Aug. 14	Protesting elimination of production bonus; later information indicates concluded August 25; return of workers; in favour of employer.
Carpet factory workers, Brantford, Ont.	1	218	3,400	Aug. 23	For a new agreement providing for increased wages, reduced hours from 45 to 40 per week with same take-home pay, and other changes, following reference to conciliation board; concluded November 22; conciliation; compromise.
Textile and knitted goods factory workers, St. Jerome, Que.	1	(3) 552	12,000	Aug. 28	For a new agreement providing for increased wages and other changes, following reference to arbitration board; unconcluded.



TABLE G-2.—STRIKES AND LOCKOUTS, CANADA, NOVEMBER 1956 <sup>(1)</sup>—Continued

Industry, Occupation, Locality	Number Involved		Time Loss in Man- Working Days	Date Began	Particulars (2)
	Estab- lish- ments	Workers			
Strikes and Lockouts in Progress Prior to November 1956—Continued					
Miscellaneous Wood Products—		(4)			
Planing mill workers, Marlboro, Kinuso, Barrhead, Blueridge, Alta.	1	78	1,090	Aug. 14	For a union agreement provid- ing for increased wages; reduced hours from 54 to 48 per week with same take- home pay and union security, following reference to con- ciliation board; concluded November 16; negotiations; compromise.
Metal Products—					
Hydraulic equipment factory workers, Montreal, Que.	1	30	500	Aug. 9	Alleged discrimination in dis- missal of workers, following decertification of union; dis- pute still in existence but employment conditions no longer affected by the end of November; indefinite.
Electro-plating factory workers, Hamilton, Ont.	1	22	400	Aug. 21	Alleged discrimination in dis- missal of workers; dispute still in existence but em- ployment conditions no longer affected by the end of November; indefinite.
Metal pad factory workers, Hamilton, Ont.	1	19	400	Aug. 23	For union recognition, following reference to conciliation board; dispute still in exis- tence but employment con- ditions no longer affected by the end of November; in- definite.
Furnace factory workers, Toronto, Ont.	1	180	360	Oct. 12	Protesting alleged speed-up and reduced earnings; concluded November 2; return of workers pending settlement; indefinite.
Non-Metallic Minerals, Chemicals, etc.—		(5)			
Resin and plastic factory workers, Shawinigan Falls, Que.	1	274	1,900	Sep. 24	For a new agreement providing for increased wages, reduced hours from 42 to 40 per week with same take-home pay, job reclassification and fringe benefits; concluded Novem- ber 9; conciliation board; compromise.
Concrete block and sewer pipe factory workers, Ottawa, Ont.	1	10	200	Oct. 10	For union recognition and agreement; partial return of workers; dispute still in ex- istence but employment con- ditions no longer affected by the end of November; in- definite.
TRADE—					
Soft drink route salesmen and warehouse workers, Hamilton, Ont.	1	11	200	July 24	For a union agreement provid- ing for increased wages, following conciliation; dis- pute still in existence but employment conditions no longer affected by the end of November; indefinite.

**TABLE G-2.—STRIKES AND LOCKOUTS, CANADA, NOVEMBER 1956 <sup>(1)</sup>—Continued**

Industry, Occupation, Locality	Number Involved		Time Loss in Man- Working Days	Date Began	Particulars (?)
	Estab- lish- ments	Workers			
Strikes and Lockouts in Progress Prior to November 1956—Concluded					
Butchers, Joliette, Que.	1	.....	.....	Sep. 8	Alleged discrimination in dis- missal of a union officer; later information indicates concluded October 4; replace- ment; in favour of employer.
Builders supplies jobbers, Jasper Place, Alta.	1	8	190	Sep. 8	For a union agreement pro- viding for increased wages, non-wage benefits and union security, following reference to arbitration board; uncon- cluded.
Department store clerks, Sudbury, Ont.	1	30	780	Sep. 22	For implementation of award of conciliation board for in- creased wages in new agree- ment under negotiations; un- concluded.
Tire and rubber goods warehousemen, Vancouver, B.C.	1	10	220	Oct. 25	For a new agreement providing for increased wages, following reference to conciliation board; unconcluded.
SERVICE— Business and Personal— Hotel employees, Leamington, Ont.	1	9	200	July 27	For union recognition and agree- ment, following conciliation; dispute still in existence but employment conditions no longer affected by the end of November; indefinite.
Strikes and Lockouts Commencing During November 1956					
MINING— Coal miners, Thorburn, N.S.	1	(6) 29	30	Nov. 1	Dispute over misplacement of tools; concluded November 4; return of workers; in favour of employer.
Coal miners, Sydney Mines, N.S.	1	49	95	Nov. 19	Alleged poor ventilation; con- cluded November 20; return of workers pending negotia- tions; indefinite.
Coal miners, Drumheller and East Coulee, Alta.	8	913	4,565	Nov. 26	For a greater increase in wages than recommended by arbit- ration board in new agree- ment under negotiations; concluded November 30; negotiations; compromise.
MANUFACTURING— Vegetable Foods, etc.— Bakery workers, Shawinigan Falls, Que.	1	20	40	Nov. 14	For a union agreement providing for increased wages and com- mission, time-and-one-half for overtime and other changes; concluded Novem- ber 15; return of workers pending reference to concilia- tion board; indefinite.
Textiles, Clothing, etc.— Sportswear factory workers, Toronto, Ont.	1	65	615	Nov. 19	For a new agreement providing for increase in cost-of-living bonus; unconcluded.

**TABLE G-2.—STRIKES AND LOCKOUTS, CANADA, NOVEMBER 1956** <sup>(1)</sup>—Continued

Industry, Occupation, Locality	Number Involved		Time Loss in Man- Working Days	Date Began	Particulars <sup>(2)</sup>
	Estab- lish- ments	Workers			
<i>Printing and Publishing—</i> Bookbinders, Oshawa, Ont.	1	39	500	Nov. 14	For a new agreement providing for increased wages, reduced hours from 40 to 37½ per week with same take-home pay, union shop and extension of vacation plan, following reference to conciliation board; unconcluded.
<i>Metal Products—</i> Foundry workers, L'Isletville, Que.	1	8	85	Nov. 14	Protesting new method of calculating bonus; concluded November 26; result not reported; indefinite.
Metal name plate factory workers, Midland, Ont.	1	126	900	Nov. 22	For a union agreement providing for increased wages, reduced hours from 42½ to 40 per week with same take-home pay, closed shop and check-off, following reference to conciliation board: un- concluded.
Steel foundry workers, Sorel, Que.	1	230	1,150	Nov. 26	For replacement of a foreman; concluded November 30; return of workers; in favour of employer.
Wire factory workers, Hamilton, Ont.	1	75	130	Nov. 29	Protesting new incentive bonus; concluded November 30; return of workers; in favour of employer.
<i>Shipbuilding—</i> Shipyard workers, Kingston, Ont.	1	163	1,465	Nov. 8	For a new agreement providing for increased wages, following reference to conciliation board; concluded November 20; negotiations; compromise
<i>Non-Metallic Minerals, Chemicals, etc.—</i> Fertilizer factory workers, New Toronto, Ont.	1	6	90	Nov. 12	For a new agreement providing for increased wages, following reference to conciliation board; un- concluded.
<i>Miscellaneous Products—</i> Frozen food factory workers, Laprairie, Que.	1	50	1,200	Nov. 2	Alleged discrimination in dismissal of two workers pending union certification; un- concluded.
Orthopedic appliance factory workers, Windsor, Ont.	1	19	120	Nov. 23	For a new agreement providing for increased wages; un- concluded.
<b>CONSTRUCTION—</b> <i>Buildings and Structures—</i> Electricians and helpers, St. John's, Nfld.	18	50	100	Nov. 8	For payment of wage rate provided for in agreement signed June 29, 1956; concluded November 9; negotiations; in favour of workers.



TABLE G-2.—STRIKES AND LOCKOUTS, CANADA, NOVEMBER 1956 <sup>(1)</sup>—Concluded

Industry, Occupation, Locality	Number Involved		Time Loss in Man- Working Days	Date Began	Particulars <sup>(2)</sup>
	Estab- lish- ments	Workers			

Strikes and Lockouts Commencing During November 1956—Concluded

Carpenters, St. Margarets, N.B.	2	<sup>(7)</sup> 40	160	Nov. 5	For a union agreement pro- viding for increased wages, reduced hours from 54 to 44 per week and time-and-one- half for overtime; concluded November 8; negotiations; in favour of workers.
SERVICE— Business and Personal— Garage mechanics and helpers and service station employees, Amherst, N.S.	7	58	55	Nov. 5	Alleged discrimination in dis- missal of a mechanic; con- cluded November 5; return of workers; in favour of em- ployers.

<sup>(1)</sup> Preliminary data based where possible on reports from parties concerned, in some cases in-  
complete; subject to revision for the annual review.

<sup>(2)</sup> In this table the date of commencement is that on which time loss first occurred and the date  
of conclusion is the last day on which time was lost to and appreciable extent.

<sup>(3)</sup> 167 indirectly affected; <sup>(4)</sup> 56 indirectly affected; <sup>(5)</sup> 54 indirectly affected; <sup>(6)</sup> 400 indirectly  
affected; <sup>(7)</sup> 150 indirectly affected.

## H—Industrial Accidents

**TABLE H-1.—INDUSTRIAL FATALITIES IN CANADA DURING THE THIRD QUARTER OF 1956 BY GROUPS OF INDUSTRIES AND CAUSES**

NOTE: The method of preparing these figures is described elsewhere in this issue in an article entitled "Fatal Industrial Accidents in Canada".

	Agriculture	Logging	Fishing and Trapping	Mining and Quarrying	Manufacturing	Construction	Electricity, Gas and Water Production and Supply	Transportation, Storage and Communications	Trade	Finance	Service	Unclassified	TOTAL
Striking Against or Stepping on Objects.....													
Struck by.....	6	23		21	8	35	3	9			1		106
(a) Tools, machinery, cranes, etc.....	1	1		4	1	3		1					11
(b) Moving vehicles.....	3			5	2	12	2	5			1		30
(c) Other objects.....	2	22		12	5	20	1	3					65
Caught In, On or Between Machinery, Vehicles, etc.....	5				4	4		1					14
Collision, Derailments, Wrecks, etc.....	11	6	1	3	5	25	1	41	5				98
Falls and Slips.....	3	8	3	5	6	16	2	10	2		3		58
(a) Falls on same level.....	3	8	3	5	6	16	2	10	2		3		58
(b) Falls to different levels.....													
Conflagrations, Temperature Extremes and Explosions.....	3	1		4	5	4		3			2		22
Inhalation, Absorptions, Asphyxiation, etc.....				2	6	1		1					10
Electric Current.....	1			1	4	8	3	3	1		2		23
Over-exertion and Industrial Diseases.....	2	1		2	2	1		4	2		1		15
Miscellaneous Accidents.....						1					1		2
Total, Third Quarter—1956.....	31	39	4	38	40	95	9	72	10		10		*348
Total, Third Quarter—1955.....	36	49	14	52	63	89	10	55	16	1	21		406

**TABLE H-2.—INDUSTRIAL FATALITIES BY PROVINCE AND GROUPS OF INDUSTRIES DURING THE THIRD QUARTER OF 1956**

	Nfld.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	N.W.T.	Total
Agriculture.....			1		1	12	3	2	10	2		31
Logging.....					8	4			1	26		39
Fishing and Trapping.....		1							1	1	1	4
Mining and Quarrying.....			3	1	6	8	1	6	3	10		38
Manufacturing.....	1		1	1	4	19	3		1	10		40
Construction.....	1		2	6	12	33	5	6	5	25		95
Electricity, Gas, Water Production and Supply.....					1	7				1		9
Transportation, Storage and Communications.....	1		1		15	20	4	2	12	16	1	72
Trade.....					1	6			3			10
Finance.....								1				
Service.....					4	4				1		10
Unclassified.....												
Total.....	3	1	9	8	51	113	16	17	36	92	2	*348

\* Of this total 263 fatalities were reported by the various provincial Workmen's Compensation Boards, and the Board of Transport Commissioners; details of the remaining 85 were obtained from other non-official sources.



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